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REQUIREMENTS

and average starting salaries



University Graduates

1970

Department of Manpower and Immigration

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R34

REQUIREMENTS AND AVERAGE STARTING SALARIES



UNIVERSITY GRADUATES 1970

Manpower Information and Analysis Branch
PROGRAM DEVELOPMENT SERVICE
Department of Manpower and Immigration
OTTAWA

PREFACE

The "Requirements and Salaries" report is published annually to provide counsellors, organizations, university officials, government agencies, employers, and other interested parties with up-to-date information on the requirements and average monthly starting salaries for new *university* graduates in various disciplines of study. The data is obtained from large national employers and student placement offices at universities.

Other publications prepared by the Professional and Technical Occupations Division of the Department of Manpower and Immigration dealing with post-secondary education are:

Requirements and Salaries – Community College Graduates

Directory of Employers of New University Graduates

Supply and Demand – New University Graduates

University Career Outlook

Community College Career Outlook

University and Community College Guide

Comments or suggestions regarding this publication may be sent to:

Graduate Requirements Section,
Professional and Technical Occupations Division,
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Ottawa 2, Ontario.



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INTRODUCTION

This report is concerned with a number of issues involved in the recruiting of new university graduates. It comprises four parts, the first presenting tabulations on requirements and starting salary rates for new university graduates from data provided by employers of such graduates. It includes tables and explanatory narrative by faculty, discipline of study, industrial sectors, and deciles and quartiles.

The second part deals with salary data produced by Canada Manpower Centres and other student placement offices on campus. These data relate to the employment of graduating students as reported by students themselves and employers. The information in this section is presented by discipline of study, with the universities grouped by region.

The third part of the report summarizes employer recruiting activities on campus during the 1968-69 and 1969-70 academic years.

The fourth part gives a brief report on the "Summer Employment Survey of Post-Secondary Students" which was conducted in 1969.

Appendix I lists in alphabetical order the participating employers, Appendix II lists the participating Student Placement Offices and Appendix III contains samples of the questionnaires used in the survey.

SOURCES AND METHODS

(i) Survey of Employers

This year the survey covered 769 employers across Canada of whom 549, or 71 per cent, replied. The employers surveyed include those who participated in past years, those who are listed in the 1969-70 edition of the Department's "Directory of Employers", and others who indicated an interest in participating.

The organizations which make up the sample account for only a small percentage of all employers of university graduates. However, they do include the major employers in the country, and, in many disciplines, they hire a large percentage of new graduates. For example, the respondents to the survey indicated that they would employ nearly 40 per cent of the Engineering class graduates in 1970 varying from about 25 per cent for those in Civil and Electrical Engineering to almost 80 per cent for graduates in Mining Engineering.

This report classifies employers into major industrial categories according to the type of activity or business in which they are engaged. There are two main reasons for this. First, it gives some indication of the extent to which different sectors of the economy employ different proportions of the total number of graduates who enter the labour force each year. Secondly, it provides evidence of the variation in salaries offered by employers in different industrial sectors. For example, a graduate with a pass Bachelor's degree in Science can expect to receive an average monthly salary rate of \$676 in 1970 from a firm in the Mining and Fuels sector, while he would receive an average of only \$546 in the Finance and Insurance sector.

It should be noted that employers have been requested to report average monthly starting rates, and many employers pay different rates according to a graduate's experience or special qualifications. This report utilizes the rate the employer reported he would pay, on the average, for a recent university graduate.

The distribution by industry of the employers in the survey and their rates of response are presented in the table which follows. In this table, a number of employer categories have been separated from the major industrial groupings where such categories display special characteristics. In one instance, that of Chartered Accounting firms, their activities and salary pattern are particularly unique, so that

| INDUSTRIAL SECTOR | Number Surveyed | Number of returns received | Percentage of total replying |
|--|--------------------|----------------------------------|------------------------------------|
| ALL INDUSTRY | 769 | 549 | 71 |
| MINING & FUELS (TOTAL) | 51 | 44 | 86 |
| <i>Mining & Fuels (Others)</i> | 29 | 22 | 76 |
| <i>Petroleum</i> | 22 | 22 | 100 |
| MANUFACTURING (TOTAL) | 255 | 185 | 73 |
| <i>Durable</i> | 117 | 87 | 74 |
| <i>Non-Durable</i> | 115 | 84 | 73 |
| <i>Chemical</i> | 23 | 14 | 61 |
| CONSTRUCTION | 14 | 11 | 79 |
| TRANSPORTATION AND COMMUNICATION | 29 | 21 | 72 |
| PUBLIC UTILITIES | 15 | 10 | 67 |
| WHOLESALE AND RETAIL TRADE | 16 | 13 | 81 |
| FINANCE AND INSURANCE | 40 | 33 | 83 |
| SERVICE | 337 | 225 | 67 |
| C.A. FIRMS | 12 | 7 | 58 |

they are separated from the major "service" employer grouping. Both the Mining and Fuels and Manufacturing sectors are divided into sub-categories which exhibit special hiring patterns and salary rates.

(ii) Survey of Student Placement Offices

Forty-seven student placement offices on campus were also surveyed regarding recruitment at their particular institution. Of these, 35 were Canada Manpower Centres and 12 were placement offices operated by the universities themselves.

The 32 responding offices are listed in Appendix "II" and the questionnaire is included in Appendix "III". The regional location of the offices surveyed and the rates of response are presented in the following table.

| REGIONAL DISTRIBUTION OF COPIES | No. Surveyed | No. Returns Received | % of Total Replying |
|------------------------------------|--------------|-------------------------|------------------------|
| Total for Canada | 47 | 32 | 68 |
| Atlantic | 12 | 9 | 75 |
| Quebec | 9 | 6 | 67 |
| Ontario | 15 | 8 | 53 |
| Prairies | 7 | 6 | 86 |
| Pacific | 4 | 3 | 75 |

(iii) Definitions

The definitions below explain the various calculations made in the production of this report:

Mean Rate – This is also referred to as the weighted average. It is obtained by multiplying the number of graduates required at each salary rate by that salary rate and dividing the sum of the products by the total number of graduates required.

First Decile Rate (D1) – If the salary rates are ranked in descending order, the first decile is the rate above which 90 per cent, and below which 10 per cent, of the total observations fall.

First Quartile Rate (Q1) – If the salary rates are arranged in descending order, the first quartile is the rate above which 75 per cent, and below which 25 per cent, of the total observations fall.

Median Rate – If the salary rates are arranged in descending order, the median salary rate is the rate above and below which 50 per cent of the total observations fall.

Third Quartile Rate (Q3) – If the salary rates are arranged in descending order, the third quartile is the salary rate above which 25 per cent, and below which 75 per cent, of the total observations fall.

Ninth Decile Rate (D9) – If the salary rates are arranged in descending order, the ninth decile is the salary rate above which 10 per cent, and below which 90 per cent, of the total observations fall.

The Mode Rate – The salary rate at which the greatest number of graduates are required.

PART ONE

Arts, Science, Commerce and Engineering,

—An Overall View—

Tables I and II present the total picture of the report on graduates in Arts, Science, Engineering, and Commerce. These tables constitute a summary by broad faculty groupings of the more detailed information on individual disciplines presented later.

This summary does not present an optimistic outlook for graduates with a pass or honours degree in Arts or Science; as fewer of the responding employers reported hiring graduates in any of these 4 major discipline groups in 1970 than they reported hiring in 1969. The demand for graduates with a Bachelor's degree in Commerce or Engineering showed a noteworthy increase while the demand for Arts and Science graduates was substantially lower in 1970.

The increases in average starting salary rates between 1969 and 1970 are not large, although salaries for all discipline groups show some increase, varying from 2.9 per cent for Engineering to 5.3 per cent for pass Science.

The overall picture for graduates at the Masters' and Doctoral levels shows a decline in demand for all discipline groupings between 1969 and 1970, the sharpest being for those with Engineering Doctoral degrees, at 42.9 per cent. In general, Science and Commerce graduates at the Masters' level experienced the largest percentage increase in starting salaries with 7.0 and 5.8 per cent respectively, while Arts graduates at both graduate levels received less than a 1 per cent increase.

In spite of the decline noted above in the requirements for pass and honours Science graduates, the salary increase is the highest of all discipline groupings. For Arts graduates, the demand decreased even more sharply, but there was an approximate 3 per cent increase in salaries offered.

A partial explanation for these apparent contradictions might be found in the characteristics of the employers in the survey and their recruiting activities. Many of these employers conduct national recruiting programs and hire pass Arts and Science Bachelors' graduates as trainees for administrative or sales positions. In order to attract some of the best students to fill these positions, employers may offer higher salaries to this portion of the graduating class even if there is an overall decline in demand.

The favourable employment situation for Commerce and Business Administration could be taking place because not only have traditional employers of such graduates a greater need, but also other industrial groups are drawing them into their operations. This is illustrated by the Wholesale and Retail Trade where the demand nearly tripled, and by Chartered Accounting firms which almost doubled their requirements between 1969 and 1970.

Arts, Science, Commerce, and Engineering — Unspecified Specialization

Only in the past two years have employers been asked to specify whether they recruit graduates in these four faculties on the basis of specialization in a particular discipline or whether the new recruit's major field or specialization is not a prime determinant of his selection. These proportions are revealed in Tables III and IV.

TABLE I
REQUIREMENTS AND AVERAGE STARTING SALARIES
FOR NEW UNIVERSITY GRADUATES WITH
BACHELOR'S DEGREES IN 1969 AND 1970

| Discipline | No. of Employers | | Change Between Years | | No. of Graduates Required | | Change Between Years | | Starting Salaries \$ | | Change Between Years | |
|------------------------|------------------|-----|----------------------|--|---------------------------|-------|----------------------|--|----------------------|-----|----------------------|--|
| | 69 | 70 | % | | 69 | 70 | % | | 69 | 70 | % | |
| Arts | 119 | 73 | -38.7 | | 836 | 587 | -29.8 | | 523 | 539 | 3.0 | |
| | 33 | 29 | -12.2 | | 273 | 190 | -30.5 | | 584 | 605 | 3.5 | |
| Science | 102 | 66 | -35.3 | | 509 | 385 | -24.4 | | 560 | 590 | 5.3 | |
| | 57 | 49 | -14.1 | | 333 | 282 | -15.4 | | 607 | 636 | 4.7 | |
| Commerce & Bus. Admin. | 95 | 82 | -13.7 | | 541 | 738 | 36.4 | | 547 | 572 | 4.5 | |
| | 45 | 44 | -2.3 | | 248 | 314 | 26.6 | | 587 | 608 | 3.5 | |
| Engineering. | 178 | 164 | -7.9 | | 1,180 | 1,321 | 11.9 | | 637 | 656 | 2.9 | |

TABLE II
REQUIREMENTS AND AVERAGE STARTING SALARIES FOR NEW UNIVERSITY GRADUATES
WITH MASTER'S AND DOCTORAL DEGREES IN 1969 AND 1970

| Discipline | No. of Employers | | Change Between Years | | No. of Graduates Required | | Change Between Years | | Starting Salaries \$ | | Change Between Years | |
|------------------------------------|------------------|----|----------------------|--|---------------------------|-----|----------------------|--|----------------------|-----|----------------------|--|
| | 69 | 70 | % | | 69 | 70 | % | | 69 | 70 | % | |
| Arts | 38 | 26 | -31.6 | | 215 | 147 | -31.7 | | 680 | 685 | 0.7 | |
| | 12 | 10 | -16.7 | | 43 | 37 | -14.0 | | 932 | 938 | 0.6 | |
| Science | 56 | 31 | -44.7 | | 124 | 74 | -40.4 | | 711 | 761 | 7.0 | |
| | 25 | 23 | -8.0 | | 97 | 76 | -21.7 | | 915 | 945 | 3.2 | |
| Commerce & Bus. Admin. Engineering | 62 | 57 | -8.1 | | 173 | 170 | -1.8 | | 763 | 806 | 5.8 | |
| | 56 | 37 | -34.0 | | 127 | 119 | -6.3 | | 733 | 761 | 3.8 | |
| | 17 | 13 | -23.6 | | 35 | 20 | -42.9 | | 948 | 973 | 2.6 | |

TABLE III:
Requirements for 1969 Graduates of
“Any Specialization” and of Particular Specializations

| | Pass | | Honours | | Master's | |
|-----------------------|------|------------|---------|------------|----------|------------|
| | Any | Particular | Any | Particular | Any | Particular |
| Arts | 372, | 464 | 143 | 130 | 42 | 173 |
| Science | 227 | 282 | 177 | 156 | 52 | 72 |
| Commerce | 220 | 321 | 177 | 71 | 64 | 109 |
| Engineering | 466 | 714 | — | — | 39 | 88 |

TABLE IV:
Requirements for 1970 Graduates of
“Any Specialization” and of Particular Specializations

| | Pass | | Honours | | Master's | |
|-----------------------|------|------------|---------|------------|----------|------------|
| | Any | Particular | Any | Particular | Any | Particular |
| Arts | 307 | 280 | 114 | 76 | 32 | 115 |
| Science | 221 | 164 | 148 | 134 | 32 | 42 |
| Commerce | 241 | 497 | 198 | 116 | 62 | 108 |
| Engineering | 464 | 857 | — | — | 21 | 98 |

It is clear, first of all, that for graduate degrees in all faculties and for Bachelors' degrees in Engineering, the bulk of the graduates are hired on the basis of a particular discipline or specialization. Secondly, it is somewhat surprising that for honours graduates (i.e., those with considerable specialization), a larger proportion is hired without regard to their specialization. This proportion averages about 60 per cent. What is most strange is that for graduates (i.e., not so specialized) in Arts, Science, and Commerce in 1969, a larger proportion was hired on the basis of a particular specialization. This remained true for pass Commerce graduates in 1970 but was reversed for those in Arts and Science.

Arts, Science, and Commerce – Specializations

Tables V and VI show the requirements and average starting salary rates for graduates in Arts, Science, and Commerce at the pass, honours, and Master's levels. For both Arts and Science, three groupings are shown. The first group includes those who graduated with a pass degree without specialization. The second group is composed of those (either in the pass or honours pattern) who graduated with a specialized degree or major field but where the particular discipline of the student was immaterial to the employer – that is, those graduates who were hired on a “faculty” rather than a “discipline” basis. The third group comprises graduates hired on the basis of their particular specialization. In this case, where sufficient cases were reported, individual disciplinary rates are provided.

For the first group, pass graduates without specialization, average starting salary rates, as might be expected, were generally lower than for those graduating with a specialization. It is evident that where employers do specify a particular specialization, rates vary considerably from one discipline to another, especially in Arts and Science.

The decline in demand for most disciplines in Arts and Science at the pass and honours level between 1969 and 1970 may be attributed to the fact that graduates hired by school boards which stipulated teacher training as an added qualification are not included this year but rather are shown under Education in Table VII.

TABLE V
REQUIREMENTS AND AVERAGE STARTING SALARIES
FOR GRADUATES IN ARTS, SCIENCE AND COMMERCE IN 1970

| DISCIPLINE | BACHELOR'S | | | | | | GRADUATE | | |
|--|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|
| | PASS | | | HONOURS | | | MASTER'S | | |
| | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ |
| TOTAL ALL ARTS | 73 | 587 | 539 | 29 | 190 | 605 | 26 | 147 | 685 |
| Arts no specialization (1) . . | 14 | 86 | 530 | — | — | — | — | — | — |
| Arts any specialization (2) . . | 36 | 307 | 546 | 12 | 114 | 623 | 9 | 32 | 717 |
| Economics | 14 | 48 | 546 | 12 | 37 | 591 | 9 | 20 | 691 |
| English Language and Lit. . . | 4 | 13 | 606 | 3 | 3 | — | 2 | 2 | — |
| French Language and Lit. . . | 3 | 6 | 602 | 2 | 2 | — | 3 | 40 | 664 |
| History | 2 | 6 | — | 1 | 5 | — | 2 | 10 | — |
| Political Science | 3 | 12 | 522 | 1 | 6 | — | 3 | 15 | 672 |
| Psychology | 9 | 67 | 524 | 3 | 5 | 561 | 5 | 10 | 730 |
| Sociology | 8 | 25 | 547 | 2 | 2 | — | 3 | 6 | 670 |
| Others | 7 | 17 | 556 | 5 | 16 | 591 | 4 | 12 | 752 |
| TOTAL ALL SCIENCES . . | 66 | 385 | 590 | 49 | 282 | 636 | 31 | 74 | 761 |
| Sciences no specializa- tion (1) | 3 | 5 | 560 | — | — | — | — | — | — |
| Sciences any specializa- tion (2) | 28 | 221 | 591 | 18 | 148 | 637 | 10 | 32 | 758 |
| Biological Sciences | 6 | 16 | 572 | 2 | 4 | — | 2 | 2 | — |
| Chemistry | 11 | 23 | 607 | 7 | 20 | 666 | 2 | 5 | — |
| Computer Science | 14 | 34 | 559 | 5 | 10 | 716 | 4 | 4 | — |
| Geology | 12 | 19 | 674 | 9 | 26 | 676 | 6 | 9 | 793 |
| Geophysics | 2 | 6 | — | 4 | 6 | 688 | 3 | 5 | 761 |
| Mathematics | 14 | 48 | 569 | 13 | 60 | 575 | 7 | 13 | 735 |
| Metallurgy | — | — | — | — | — | — | — | — | — |
| Physics | 5 | 8 | 622 | 2 | 2 | — | 2 | 2 | — |
| Urban and Town Planning . . | — | — | — | 1 | 1 | — | 2 | 2 | — |
| Others | 3 | 5 | 600 | 1 | 5 | — | — | — | — |
| TOTAL ALL COMMERCE . | 82 | 738 | 572 | 44 | 314 | 608 | 57 | 170 | 806 |
| Commerce any specializa- tion (2) | 37 | 241 | 576 | 27 | 198 | 613 | 23 | 62 | 831 |
| Accounting | 10 | 30 | 578 | — | — | — | — | — | — |
| Hirings for C.A. Articles . . . | 4 | 243 | 561 | 1 | 4 | — | 3 | 19 | 594 |
| Commerce | 30 | 152 | 577 | 13 | 87 | 592 | 4 | 16 | 784 |
| Business Administration . . . | 20 | 69 | 580 | 5 | 25 | 627 | 30 | 72 | 851 |
| Others | 2 | 3 | — | — | — | — | 1 | 1 | — |

Rates are not shown where there are less than three employers or where there are less than five employees.

1) Employer requirements for graduates in a faculty where a particular specialization was not specified.

2) Employers reported paying the same rate to graduates of all disciplines in the faculty.

TABLE VI
REQUIREMENTS AND AVERAGE STARTING SALARIES
FOR GRADUATES IN ARTS, SCIENCE AND COMMERCE IN 1969

| DISCIPLINE | BACHELOR'S | | | | | | GRADUATE | | |
|----------------------------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|
| | PASS | | | HONOURS | | | MASTER'S | | |
| | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ |
| TOTAL ALL ARTS | 119 | 836 | 523 | 33 | 273 | 584 | 38 | 215 | 680 |
| Arts no specialization (1) . . | 20 | 168 | 481 | — | — | — | — | — | — |
| Arts any specialization (2) . . | 50 | 372 | 533 | 16 | 143 | 593 | 16 | 42 | 703 |
| Economics | 18 | 53 | 518 | 9 | 63 | 568 | 9 | 45 | 687 |
| English Language and Lit. . . | 13 | 26 | 579 | 2 | 2 | — | 9 | 12 | 730 |
| French Language and Lit. . . | 9 | 17 | 570 | 3 | 6 | 649 | 3 | 39 | 626 |
| History | 12 | 21 | 533 | 2 | 7 | — | 4 | 13 | 650 |
| Political Science | 7 | 23 | 509 | 4 | 11 | 571 | 1 | 15 | — |
| Psychology | 18 | 76 | 518 | 3 | 4 | — | 8 | 11 | 740 |
| Sociology | 12 | 51 | 521 | 4 | 4 | — | 9 | 17 | 665 |
| Others | 14 | 29 | 558 | 6 | 33 | 580 | 6 | 21 | 705 |
| TOTAL ALL SCIENCE . . . | 102 | 509 | 560 | 57 | 333 | 607 | 56 | 124 | 711 |
| Sciences | | | | | | | | | |
| no specialization (1) | 8 | 13 | 541 | — | — | — | — | — | — |
| Sciences | | | | | | | | | |
| any specialization (2) | 33 | 227 | 558 | 20 | 177 | 606 | 20 | 52 | 704 |
| Biological Sciences | 13 | 28 | 552 | 2 | 3 | — | 6 | 11 | 646 |
| Chemistry | 16 | 35 | 550 | 10 | 25 | 609 | 9 | 13 | 721 |
| Computer Science | 16 | 58 | 523 | 3 | 5 | 604 | 7 | 9 | 749 |
| Geology | 15 | 29 | 648 | 6 | 15 | 658 | 3 | 7 | 740 |
| Geophysics | 3 | 4 | — | 4 | 8 | 657 | 3 | 4 | — |
| Mathematics | 33 | 84 | 561 | 18 | 70 | 576 | 13 | 17 | 730 |
| Metallurgy | — | — | — | 1 | 2 | — | — | — | — |
| Physics | 9 | 13 | 590 | 3 | 9 | 617 | 4 | 4 | — |
| Urban and Town Planning . . | 2 | 4 | — | — | — | — | 3 | 3 | — |
| Others | 6 | 14 | 535 | 10 | 19 | 635 | 3 | 4 | — |
| TOTAL ALL COMMERCE . | 95 | 541 | 547 | 45 | 248 | 587 | 62 | 173 | 763 |
| Commerce | | | | | | | | | |
| any specialization (2) | 32 | 220 | 563 | 28 | 177 | 590 | 23 | 64 | 787 |
| Accounting | 10 | 20 | 540 | — | — | — | 1 | 2 | — |
| Hirings for C.A. Articles . . . | 4 | 123 | 518 | — | — | — | 3 | 22 | 551 |
| Commerce | 42 | 89 | 569 | 12 | 60 | 574 | 6 | 8 | 832 |
| Business Administration . . . | 21 | 81 | 522 | 8 | 11 | 614 | 30 | 75 | 804 |
| Others | 4 | 8 | 592 | — | — | — | 2 | 2 | — |

Rates are not shown where there are less than three employers or where there are less than five employees.

- 1) Employer requirements for graduates in a faculty where a particular specialization was not specified.
- 2) Employers reported paying the same rate to graduates of all disciplines in the faculty.

As far as Commerce is concerned, two groupings are made. The first is composed of those graduates hired by employers who were not concerned about their particular specialization. Following this, individual rates are provided for various specializations where this was a factor in the recruiting process. It is evident

that there is an increase in the demand for Bachelors' graduates in all disciplines except Business Administration. This is particularly striking for graduates employed as C.A. articling students, where it doubled between 1969 and 1970.

Engineering and Professional and Other Disciplines

Tables VII and VIII present data on those graduating in the Engineering disciplines and in Professional and other disciplines. The 12 per cent increase noted in the demand for Bachelors' graduates in all disciplines of Engineering is made up of 10 per cent fewer requirements for Civil Engineering and varying percentage increases for the other disciplines. The overall average salary increase for all engineering disciplines was 3 per cent. The only discipline to record a decrease was Metallurgical Engineering but this was only one dollar per month. The highest increases at 5.9 per cent and 5.7 per cent were for graduates in Physics and Mechanical Engineering respectively.

At the Master's level, there was a slight decline in total requirements for graduates but salaries showed an increase, in all disciplines, averaging just under 4 per cent.

In the Professional and Other Disciplines, the overall increase in requirements at the Bachelor's level was just over 20 per cent while salaries increased by an average of 7.5 per cent. The largest numerical increase was for graduates in Education, but this can be attributed to the fact that graduates in Arts and Science hired by school boards, which stipulated teacher training as an added qualification requirement, are included with Education for the first time this year. Forestry, with 63 per cent, and Law Articles with 42 per cent, recorded the largest percentage increases in demand. There was a decrease in employer requirements for graduates in Agriculture, Home Economics, Library Science, Nursing, Physical Education, Physiotherapy, and Social Work.

The largest percentage increase in salaries was for graduates employed as Law articling students with a rise of more than 17 per cent.

A notable exception is the decrease in average starting salaries for those graduating in Social Work with a Bachelor's degree where there is a 6.3 per cent decline between 1969 and 1970. At the Master's of Social Work level, however, requirements increased by more than 25 per cent and salaries by almost 2 per cent.

Salaries for many disciplines in the professional group are higher than salaries for Bachelor's graduates in non-professional fields of study. With a 5.6 per cent increase over 1969, Pharmacy graduates, at \$712 per month, are the highest paid first degree graduates reported.

At the Master's level, while requirements increased by nearly 40 per cent, the average percentage increase in salary for all disciplines was only 1.5 per cent. The largest increase was for graduates in Social Work while the largest decline, 6.1 per cent, is recorded for Agricultural degree holders.

Doctoral Degrees in Arts, Science, and Engineering

Very few rates are reported by discipline for graduates with Doctoral degrees in any field of study, and virtually no comparative data is available. Information on Doctoral graduates is presented in Table IX for those disciplines of more than usual interest.

TABLE VII
 REQUIREMENTS AND AVERAGE STARTING SALARIES
 FOR GRADUATES IN ENGINEERING,
 PROFESSIONAL AND OTHER DISCIPLINES IN 1970

| DISCIPLINE | BACHELOR'S | | | MASTER'S | | |
|---|--------------------------|----------------------------|---------------------|--------------------------|----------------------------|---------------------|
| | No. of Employ- ers | No. of Grads. Req'd. | Avge. Rate \$ | No. of Employ- ers | No. of Grads. Req'd. | Avge. Rate \$ |
| TOTAL ALL ENGINEERING | 164 | 1321 | 656 | 37 | 119 | 761 |
| Engineering any specialization (1) . . . | 37 | 464 | 659 | 8 | 21 | 795 |
| Chemical | 42 | 148 | 656 | 13 | 20 | 755 |
| Civil | 40 | 153 | 649 | 13 | 22 | 727 |
| Electrical | 64 | 204 | 653 | 5 | 12 | 733 |
| Industrial | 24 | 40 | 653 | 2 | 2 | — |
| Mechanical | 72 | 219 | 663 | 10 | 25 | 770 |
| Metallurgical | 9 | 31 | 667 | 5 | 6 | 769 |
| Mining | 11 | 37 | 698 | 4 | 9 | 779 |
| Physics | 5 | 6 | 668 | 1 | 1 | — |
| Others | 7 | 19 | 665 | 1 | 1 | — |
| TOTAL PROFESSIONAL AND OTHER DISCIPLINES | 145 | 3455 | 601 | 55 | 447 | 670 |
| Agriculture | 13 | 29 | 596 | 3 | 5 | 740 |
| Architecture | 3 | 4 | — | 1 | 1 | — |
| Education | 34 | 3092 | 602 | 15 | 314 | 661 |
| Forestry | 8 | 49 | 654 | 1 | 1 | — |
| Home Economics | 11 | 27 | 556 | 2 | 10 | — |
| Journalism | 1 | 2 | — | — | — | — |
| Law | 9 | 21 | 740 | — | — | — |
| Law Articles | 4 | 27 | 390 | — | — | — |
| Library Science | 16 | 53 | 608 | 5 | 11 | 638 |
| Medicine (M.D.) | 1 | 36 | — | — | — | — |
| Nursing (Degree Only) | 7 | 8 | 596 | 1 | 4 | — |
| Pharmacy | 9 | 33 | 712 | 1 | 1 | — |
| Physical Education | 6 | 34 | 591 | 4 | 7 | 696 |
| Physiotherapy | 8 | 11 | 547 | — | — | — |
| Secretarial Science (Degree) | — | — | — | — | — | — |
| Social Work | 11 | 24 | 547 | 18 | 78 | 690 |
| Veterinary Medicine | — | — | — | — | — | — |
| Others | 3 | 5 | 518 | 3 | 15 | 675 |

Rates are now shown where there are less than three employers, or where there are less than five employees.

1) Employers reported paying the same rate to graduates of all disciplines in the faculty.

TABLE VIII
REQUIREMENTS AND AVERAGE STARTING SALARIES
FOR GRADUATES IN ENGINEERING,
PROFESSIONAL AND OTHER DISCIPLINES IN 1969

| DISCIPLINE | BACHELOR'S | | | MASTER'S | | |
|---|--------------------------|---------------------------|--------------------|--------------------------|---------------------------|--------------------|
| | No. of Employ- ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ- ers | No. of Grads. Hired | Avg. Rate \$ |
| TOTAL ALL ENGINEERING | 178 | 1180 | 637 | 56 | 127 | 733 |
| Engineering any specialization(1) | 40 | 466 | 636 | 14 | 39 | 736 |
| Chemical | 48 | 134 | 636 | 8 | 11 | 716 |
| Civil | 44 | 170 | 630 | 12 | 23 | 720 |
| Electrical | 49 | 166 | 628 | 13 | 30 | 731 |
| Industrial | 16 | 24 | 632 | 1 | 1 | — |
| Mechanical | 79 | 159 | 627 | 8 | 11 | 750 |
| Metallurgical | 9 | 21 | 668 | 4 | 5 | 755 |
| Mining | 9 | 24 | 684 | 3 | 4 | — |
| Physics | 5 | 5 | 631 | 1 | 2 | — |
| Others | 4 | 11 | 652 | 1 | 1 | — |
| TOTAL PROFESSIONAL AND OTHER DISCIPLINES | 215 | 2865 | 559 | 69 | 320 | 660 |
| Agriculture | 21 | 64 | 582 | 7 | 12 | 788 |
| Architecture | 5 | 8 | 720 | — | — | — |
| Education | 44 | 2374 | 558 | 17 | 189 | 654 |
| Forestry | 11 | 30 | 608 | 1 | 2 | — |
| Home Economics | 17 | 34 | 554 | 1 | 3 | — |
| Journalism | 3 | 8 | 540 | — | — | — |
| Law | 9 | 19 | 672 | — | — | — |
| Law Articles | 3 | 19 | 333 | — | — | — |
| Library Science | 20 | 65 | 573 | 13 | 22 | 652 |
| Medicine (M.D.) | 1 | 36 | — | — | — | — |
| Nursing (Degree Only) | 16 | 47 | 584 | 3 | 4 | — |
| Pharmacy | 10 | 30 | 674 | 1 | 1 | — |
| Physical Education | 18 | 47 | 597 | 4 | 5 | 693 |
| Physiotherapy | 9 | 26 | 525 | — | — | — |
| Secretarial Science (Degree) | 4 | 17 | 397 | — | — | — |
| Social Work | 15 | 27 | 584 | 18 | 62 | 679 |
| Veterinary Medicine | 1 | 2 | — | — | — | — |
| Others | 8 | 12 | 599 | 3 | 20 | 524 |

Rates are not shown where there are less than three employers, or where there are less than five employees.

1) Employers reported paying the same rate to graduates of all disciplines in the faculty.

TABLE IX
REQUIREMENTS AND AVERAGE STARTING SALARIES
FOR GRADUATES WITH A DOCTORAL DEGREE IN 1969 AND 1970

| DISCIPLINE | 1969 | | | 1970 | | |
|------------------------------------|-------------------|---------------------|---------------|-------------------|------------------------|---------------|
| | No. of Employ-ers | No. of Grads. Hired | Avge. Rate \$ | No. of Employ-ers | No. of Grads. Required | Avge. Rate \$ |
| TOTAL FACULTIES | 61 | 183 | 930 | 50 | 137 | 943 |
| TOTAL ARTS | 12 | 43 | 932 | 10 | 37 | 938 |
| Psychology | 6 | 10 | 1009 | 3 | 5 | 989 |
| Others | 10 | 33 | 908 | 11 | 32 | 924 |
| TOTAL SCIENCE | 25 | 97 | 915 | 23 | 76 | 945 |
| Chemistry | 7 | 17 | 990 | 10 | 20 | 990 |
| Mathematics | 5 | 8 | 903 | 3 | 3 | — |
| Physics | 5 | 12 | 931 | 4 | 7 | 1031 |
| Others | 12 | 60 | 892 | 10 | 46 | 906 |
| TOTAL ENGINEERING | 17 | 35 | 948 | 13 | 20 | 973 |
| Chemical | 5 | 12 | 999 | 2 | 4 | — |
| Others | 12 | 23 | 922 | 11 | 16 | 956 |
| OTHER FACULTIES | 7 | 8 | 1039 | 3 | 4 | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

Arts, Science, Commerce, and Engineering by Industry

Tables X to XVII report on the industrial patterns of hirings and remuneration of graduates in Arts, Science, Commerce, and Engineering.

All industrial sectors, with the exception of Chartered Accountancy firms, reported a decrease in requirements between 1969 and 1970 for Arts and Science graduates at all levels of study but have increased their salary rates. In contrast, there was a stronger demand for Commerce and Engineering graduates with a Bachelor's degree, with a corresponding increase in salaries. At the graduate levels, however, there was a decline in overall requirements but salaries continued their upward trend. It should be noted, of course, that not all employers within an industrial sector follow the general pattern for that sector.

Employers of Chartered Accountancy articling students reported some of the highest percentage increases for graduates in almost all discipline groups, and the increase in salaries was higher than the average increase reported by all industrial sectors in general.

Service industries are the heaviest recruiters of Arts graduates followed by Chartered Accountancy firms and companies in Finance and Insurance while Manufacturing is hiring the largest number of Engineering graduates.

Companies in the Transportation and Communications sector more than doubled their requirements for Commerce graduates and those in Wholesale and Retail Trade nearly tripled from 1969 to 1970.

TABLE X
REQUIREMENTS AND AVERAGE STARTING SALARIES
BY INDUSTRY FOR GRADUATES IN ARTS IN 1970

| INDUSTRY | BACHELOR'S | | | | GRADUATE | | | | | | | |
|----------------------------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|----|----|-----|
| | PASS | | HONOURS | | MASTER'S | | DOCTOR'S | | | | | |
| | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | | | |
| ALL INDUSTRY | 73 | 587 | 539 | 29 | 190 | 605 | 26 | 147 | 685 | 10 | 37 | 938 |
| Total Mining & Fuels | 3 | 7 | 599 | 2 | 12 | — | 2 | 3 | — | — | — | — |
| Mining and Fuels | 1 | 1 | — | — | — | — | — | — | — | — | — | — |
| Petroleum | 2 | 6 | — | 2 | 12 | — | 2 | 3 | — | — | — | — |
| Total Manufacturing | 16 | 80 | 567 | 5 | 58 | 656 | 5 | 10 | 753 | — | — | — |
| Durable | 5 | 52 | 576 | 2 | 54 | — | 2 | 7 | — | — | — | — |
| Non-Durable | 9 | 25 | 547 | 3 | 4 | — | — | — | — | — | — | — |
| Chemical | 2 | 3 | — | — | — | — | 3 | 3 | — | — | — | — |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transportation and Communication | 5 | 17 | 547 | 2 | 7 | — | 1 | 1 | — | — | — | — |
| Public Utilities | — | — | — | — | — | — | — | — | — | — | — | — |
| Wholesale and Retail Trade | 3 | 17 | 542 | 3 | 18 | 598 | — | — | — | — | — | — |
| Finance & Insurance | 19 | 114 | 541 | 8 | 14 | 585 | 2 | 6 | — | 1 | 1 | — |
| Service | 22 | 233 | 527 | 7 | 71 | 577 | 16 | 127 | 682 | 9 | 36 | 937 |
| C.A. Firms | 5 | 119 | 529 | 2 | 10 | — | — | — | — | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XI
REQUIREMENTS AND AVERAGE STARTING SALARIES BY
INDUSTRY FOR GRADUATES IN ARTS IN 1969

| INDUSTRY | BACHELOR'S | | | | | GRADUATE | | | | | | |
|--|-------------------|---------------------|--------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|
| | PASS | | | HONOURS | | MASTER'S | | | DOCTOR'S | | | |
| | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ |
| ALL INDUSTRY | 119 | 836 | 523 | 33 | 273 | 584 | 38 | 215 | 680 | 12 | 43 | 932 |
| Total Mining & Fuels | 4 | 10 | 515 | 3 | 21 | 557 | 1 | 1 | — | — | — | — |
| Mining and Fuels | 1 | 1 | — | 1 | 1 | — | — | — | — | — | — | — |
| Petroleum | 3 | 9 | 517 | 2 | 20 | — | 1 | 1 | — | — | — | — |
| Total Manufacturing | 24 | 111 | 557 | 7 | 63 | 620 | 3 | 9 | 741 | 1 | 1 | — |
| Durable | 9 | 74 | 565 | 2 | 49 | — | 2 | 8 | — | 1 | 1 | — |
| Non-Durable | 11 | 31 | 536 | 5 | 14 | 577 | 1 | 1 | — | — | — | — |
| Chemical | 4 | 6 | 560 | — | — | — | — | — | — | — | — | — |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transportation and Communication | 8 | 30 | 509 | 1 | 4 | — | 2 | 5 | — | — | — | — |
| Public Utilities | — | — | — | — | — | — | — | — | — | — | — | — |
| Wholesale & Retail Trade | 5 | 46 | 521 | 1 | 30 | — | — | — | — | — | — | — |
| Finance & Insurance | 21 | 158 | 521 | 10 | 27 | 579 | 5 | 12 | 655 | 1 | 1 | — |
| Service | 53 | 407 | 524 | 10 | 115 | 567 | 27 | 188 | 679 | 10 | 41 | 936 |
| C.A. Firms | 4 | 74 | 492 | 1 | 13 | 546 | — | — | — | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XII
 REQUIREMENTS AND AVERAGE STARTING SALARIES BY
 INDUSTRY FOR GRADUATES IN SCIENCES IN 1970

| INDUSTRY | BACHELOR'S | | | | | | POST-GRADUATE | | | | | |
|--|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|
| | PASS | | | HONOURS | | | MASTER'S | | | DOCTOR'S | | |
| | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Ave. Rate \$ |
| ALL INDUSTRY | 66 | 385 | 590 | 49 | 282 | 636 | 31 | 74 | 761 | 24 | 76 | 945 |
| Total Mining & Fuels | 13 | 68 | 654 | 11 | 52 | 663 | 9 | 21 | 778 | 2 | 5 | — |
| Mining and Fuels | 3 | 9 | 676 | 3 | 11 | 711 | 1 | 1 | — | — | — | — |
| Petroleum | 10 | 59 | 651 | 8 | 41 | 651 | 8 | 20 | 774 | 2 | 5 | — |
| Total Manufacturing | 18 | 90 | 581 | 17 | 89 | 660 | 5 | 12 | 787 | 10 | 23 | 989 |
| Durable | 6 | 42 | 584 | 7 | 63 | 666 | 2 | 6 | — | 2 | 4 | — |
| Non-Durable | 10 | 45 | 578 | 4 | 11 | 647 | 1 | 1 | — | 4 | 7 | 1026 |
| Chemical | 2 | 3 | — | 6 | 15 | 644 | 2 | 5 | — | 4 | 12 | 977 |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transportation and Communication | 5 | 17 | 583 | 1 | 6 | — | — | — | — | — | — | — |
| Public Utilities | — | — | — | 2 | 2 | — | — | — | — | — | — | — |
| Wholesale & Retail Trade | 1 | 1 | — | — | — | — | — | — | — | — | — | — |
| Finance & Insurance | 9 | 44 | 546 | 10 | 25 | 610 | 3 | 5 | 685 | — | — | — |
| Service | 17 | 132 | 585 | 8 | 108 | 611 | 14 | 36 | 752 | 12 | 48 | 916 |
| C.A. Frims | 3 | 33 | 570 | — | — | — | — | — | — | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XIII
REQUIREMENTS AND AVERAGE STARTING SALARIES BY
INDUSTRY FOR GRADUATES IN SCIENCE IN 1969

| INDUSTRIES | BACHELOR'S | | | | | | GRADUATE | | | | | |
|--|-------------------|---------------------|--------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|
| | PASS | | | HONOURS | | | MASTER'S | | | DOCTOR'S | | |
| | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | NO. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ |
| ALL INDUSTRY | 102 | 509 | 560 | 57 | 333 | 607 | 56 | 124 | 711 | 25 | 97 | 915 |
| Total Mining & Fuels | 18 | 72 | 616 | 11 | 71 | 627 | 7 | 26 | 741 | 3 | 4 | — |
| Mining and Fuels | 8 | 29 | 613 | 3 | 16 | 623 | — | — | — | — | — | — |
| Petroleum | 10 | 43 | 618 | 8 | 55 | 628 | 7 | 26 | 741 | 3 | 4 | — |
| Total Manufacturing | 26 | 134 | 547 | 19 | 107 | 621 | 14 | 22 | 726 | 6 | 19 | 1011 |
| Durable | 13 | 71 | 567 | 5 | 61 | 635 | 4 | 11 | 785 | 2 | 7 | — |
| Non-Durable | 10 | 59 | 519 | 8 | 22 | 598 | 7 | 8 | 635 | 2 | 3 | — |
| Chemical | 3 | 4 | 573 | 6 | 24 | 605 | 3 | 3 | — | 2 | 9 | — |
| Construction | 1 | 1 | — | — | — | — | 1 | 1 | — | — | — | — |
| Transportation and Communication | 7 | 17 | 520 | 3 | 11 | 624 | 1 | 1 | — | 1 | 1 | — |
| Public Utilities | 1 | 2 | — | 2 | 2 | — | — | — | — | — | — | — |
| Wholesale & Retail Trade | 1 | 1 | — | — | — | — | — | — | — | — | — | — |
| Finance & Insurance | 14 | 71 | 526 | 9 | 25 | 644 | 6 | 8 | 650 | — | — | — |
| Service | 32 | 199 | 571 | 12 | 116 | 555 | 27 | 66 | 700 | 15 | 73 | 892 |
| C.A. Firms | 2 | 12 | — | 1 | 1 | — | — | — | — | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XIV
 REQUIREMENTS AND AVERAGE STARTING SALARIES BY INDUSTRY FOR GRADUATES
 IN COMMERCE AND BUSINESS ADMINISTRATION IN 1970

| INDUSTRY | BACHELOR'S | | | | GRADUATE | | | | | | | |
|--|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|
| | PASS | | | HONOURS | | | MASTER'S | | | DOCTOR'S | | |
| | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ |
| ALL INDUSTRY | 82 | 738 | 572 | 44 | 314 | 608 | 57 | 170 | 808 | — | — | — |
| Total Mining & Fuels | 9 | 28 | 611 | 7 | 56 | 611 | 4 | 20 | 771 | — | — | — |
| Mining and Fuels | 3 | 7 | 655 | 3 | 9 | 720 | 1 | 1 | — | — | — | — |
| Petroleum | 6 | 21 | 597 | 4 | 47 | 591 | 3 | 19 | 765 | — | — | — |
| Total Manufacturing | 31 | 138 | 587 | 16 | 78 | 620 | 26 | 73 | 850 | — | — | — |
| Durable | 15 | 81 | 597 | 7 | 45 | 644 | 7 | 21 | 878 | — | — | — |
| Non-Durable | 13 | 42 | 572 | 7 | 28 | 583 | 12 | 30 | 837 | — | — | — |
| Chemical | 3 | 15 | 583 | 2 | 5 | — | 7 | 22 | 842 | — | — | — |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transportation and Communication | 7 | 67 | 575 | 2 | 37 | — | 3 | 5 | 799 | — | — | — |
| Public Utilities | 2 | 4 | — | 2 | 2 | — | 3 | 5 | 801 | — | — | — |
| Wholesale & Retail Trade | 5 | 110 | 565 | 2 | 48 | — | 1 | 2 | — | — | — | — |
| Finance & Insurance | 12 | 105 | 571 | 10 | 61 | 599 | 7 | 10 | 850 | — | — | — |
| Service | 13 | 43 | 567 | 4 | 28 | 610 | 11 | 26 | 851 | — | — | — |
| C.A. Firms | 4 | 243 | 561 | 1 | 4 | — | 3 | 19 | 594 | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XV
REQUIREMENTS AND AVERAGE STARTING SALARIES BY INDUSTRY FOR GRADUATES
IN COMMERCE AND BUSINESS ADMINISTRATION IN 1969

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XVI
 REQUIREMENTS AND AVERAGE STARTING SALARIES BY
 INDUSTRY FOR GRADUATES IN ENGINEERING IN 1970

| INDUSTRY | BACHELOR'S | | | MASTER'S | | | DOCTOR'S | | |
|----------------------------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|-------------------|----------------------|--------------|
| | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Req'd. | Avg. Rate \$ |
| ALL INDUSTRY | 164 | 1321 | 656 | 37 | 119 | 761 | 13 | 20 | 973 |
| Total Mining & Fuels | 28 | 332 | 673 | 9 | 51 | 761 | 2 | 4 | — |
| Mining and Fuels | 13 | 161 | 692 | 4 | 20 | 762 | 1 | 1 | — |
| Petroleum | 15 | 171 | 656 | 5 | 31 | 759 | 1 | 3 | — |
| Total Manufacturing | 84 | 617 | 652 | 14 | 32 | 788 | 5 | 6 | 979 |
| Durable | 40 | 380 | 652 | 9 | 26 | 788 | 3 | 4 | — |
| Non-Durable | 33 | 131 | 655 | 2 | 2 | — | 1 | 1 | — |
| Chemical | 11 | 106 | 651 | 3 | 4 | — | 1 | 1 | — |
| Construction | 5 | 18 | 663 | 1 | 1 | — | — | — | — |
| Transportation and Communication | 10 | 156 | 642 | — | — | — | — | — | — |
| Public Utilities | 9 | 38 | 652 | — | — | — | — | — | — |
| Wholesale & Retail Trade | — | — | — | — | — | — | — | — | — |
| Finance & Insurance | — | — | — | — | — | — | — | — | — |
| Service | 25 | 148 | 648 | 13 | 35 | 740 | 6 | 10 | 943 |
| C.A. Firms | 3 | 12 | 592 | — | — | — | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

TABLE XVII
 REQUIREMENTS AND AVERAGES STARTING SALARIES BY
 INDUSTRY FOR GRADUATES IN ENGINEERING IN 1969

| INDUSTRY | BACHELOR'S | | | MASTER'S | | | DOCTOR'S | | |
|--|-------------------|---------------------|--------------|-------------------|---------------------|--------------|-------------------|---------------------|--------------|
| | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ | No. of Employ-ers | No. of Grads. Hired | Avg. Rate \$ |
| ALL INDUSTRY | 178 | 1180 | 637 | 56 | 127 | 733 | 17 | 35 | 948 |
| Total Mining & Fuels | 30 | 266 | 646 | 13 | 25 | 735 | 3 | 7 | 992 |
| Mining and Fuels | 11 | 110 | 672 | 5 | 8 | 750 | 1 | 1 | — |
| Petroleum | 19 | 156 | 626 | 8 | 17 | 728 | 2 | 6 | — |
| Total Manufacturing | 75 | 501 | 637 | 17 | 49 | 742 | 3 | 9 | 984 |
| Durable | 34 | 287 | 636 | 12 | 34 | 754 | 1 | 4 | — |
| Non-Durable | 29 | 103 | 642 | 3 | 3 | — | — | — | — |
| Chemical | 12 | 111 | 637 | 2 | 12 | — | 2 | 5 | — |
| Construction | 7 | 25 | 650 | 1 | 4 | — | — | — | — |
| Transportation and Communication | 13 | 119 | 623 | 4 | 6 | 721 | — | — | — |
| Public Utilities | 10 | 66 | 632 | 2 | 2 | — | — | — | — |
| Wholesale & Retail Trade | — | — | — | — | — | — | — | — | — |
| Finance & Insurance | 1 | 1 | — | — | — | — | — | — | — |
| Service | 40 | 196 | 638 | 19 | 41 | 717 | 11 | 19 | 915 |
| C.A. Firms | 2 | 6 | — | — | — | — | — | — | — |

Rates are not shown where there are less than three employers, or where there are less than five employees.

Mean, Median, Mode, Decile, and Quartile Rates of Pay

Tables XVIII to XXIII are presented to allow an examination of the range of salaries paid to new graduates by employers responding to the survey. It will be noted that there is a significant spread in average starting salaries for those graduating from the same faculty at all levels of study.

At the Bachelor's level the spread between the first and ninth deciles averages about 20 per cent or approximately \$100 month. However, the range is much narrower for those graduating in Engineering, and it amounts to just under 7 per cent. For holders of Master's degrees, the spread for Arts and Science graduates is about 30 per cent, for Commerce graduates more than 50 per cent, and for Engineers under 15 per cent. Doctoral degree holders in Arts and Science show an average spread of around 40 per cent, but in Engineering it is less than 17 per cent.

The high mode for those graduating with honours Arts degrees arises from the large number of employers who hired such graduates at the maximum of the range of salaries being paid. At the graduate levels, however, the situation is reversed.

TABLE XVIII:
MEAN, MEDIAN, MODE, DECILE, AND
QUARTILE RATES OF PAY IN DOLLARS
PER MONTH FOR GRADUATES
WITH BACHELOR'S DEGREES IN 1969

| Discipline | No. of Graduates Hired | Starting Salary in Dollars Per Month | | | | | | |
|----------------------------|------------------------------|--------------------------------------|-----|-----|--------|-----|-----|------|
| | | Mean | D1 | Q1 | Median | Q3 | D9 | Mode |
| Pass Arts | 874 | 523 | 476 | 497 | 527 | 550 | 592 | 500 |
| Honours Arts | 273 | 584 | 546 | 550 | 580 | 625 | 634 | 634 |
| Pass Science | 519 | 560 | 500 | 525 | 554 | 592 | 648 | 560 |
| Honours Science | 332 | 607 | 511 | 590 | 600 | 634 | 650 | 634 |
| Pass Commerce | 541 | 547 | 490 | 502 | 550 | 583 | 600 | 532 |
| Honours Commerce | 248 | 587 | 550 | 575 | 585 | 597 | 625 | 550 |
| Engineering | 1,180 | 637 | 612 | 625 | 631 | 657 | 660 | 625 |

TABLE XIX:
MEAN, MEDIAN, MODE, DECILE, AND
QUARTILE RATES OF PAY IN DOLLARS
PER MONTH FOR GRADUATES
WITH BACHELOR'S DEGREES IN 1970

| Discipline | No. of Graduates Required | Starting Salary in Dollars Per Month | | | | | | |
|----------------------------|---------------------------------|--------------------------------------|-----|-----|--------|-----|-----|------|
| | | Mean | D1 | Q1 | Median | Q3 | D9 | Mode |
| Pass Arts | 622 | 539 | 502 | 520 | 540 | 560 | 608 | 506 |
| Honours Arts | 190 | 605 | 550 | 580 | 590 | 660 | 660 | 660 |
| Pass Science | 390 | 590 | 543 | 565 | 590 | 620 | 657 | 590 |
| Honours Science | 282 | 636 | 549 | 600 | 630 | 660 | 700 | 660 |
| Pass Commerce | 738 | 572 | 535 | 550 | 572 | 590 | 608 | 560 |
| Honours Commerce | 314 | 608 | 580 | 594 | 600 | 615 | 700 | 610 |
| Engineering | 1,321 | 656 | 636 | 645 | 650 | 660 | 680 | 645 |

TABLE XX:
MEAN, MEDIAN, MODE, DECILE, AND
QUARTILE RATES OF PAY IN DOLLARS
FOR GRADUATES WITH MASTER'S DEGREES IN 1969

| Discipline | No. of Graduates Hired | Starting Salary in Dollars Per Month | | | | | | |
|--------------------------------|------------------------------|--------------------------------------|-----|-----|--------|-----|-----|------|
| | | Mean | D1 | Q1 | Median | Q3 | D9 | Mode |
| Arts | 215 | 680 | 617 | 625 | 645 | 725 | 801 | 617 |
| Science | 124 | 711 | 602 | 646 | 708 | 754 | 801 | 705 |
| Commerce & Bus. Admin. | 173 | 763 | 550 | 690 | 758 | 825 | 940 | 750 |
| Engineering | 129 | 733 | 690 | 705 | 720 | 750 | 825 | 710 |

TABLE XXI:
MEAN, MEDIAN, MODE, DECILE, AND
QUARTILE RATES OF PAY IN DOLLARS
PER MONTH FOR GRADUATES
WITH MASTER'S DEGREES IN 1970

| Discipline | No. of Graduates Required | Starting Salary in Dollars Per Month | | | | | | |
|--------------------------------|---------------------------------|--------------------------------------|-----|-----|--------|-----|-----|------|
| | | Mean | D1 | Q1 | Median | Q3 | D9 | Mode |
| Arts | 147 | 685 | 650 | 663 | 665 | 717 | 832 | 663 |
| Science | 74 | 761 | 666 | 725 | 750 | 800 | 875 | 775 |
| Commerce & Bus. Admin. | 170 | 808 | 610 | 740 | 800 | 875 | 920 | 875 |
| Engineering | 119 | 761 | 720 | 725 | 750 | 775 | 825 | 750 |

TABLE XXII:
MEAN, MEDIAN, MODE, DECILE, AND QUARTILE RATES
OF PAY IN DOLLARS PER MONTH FOR GRADUATES
WITH DOCTORAL DEGREES IN 1969

| Discipline | No. of Graduates Hired | Starting Salary in Dollars Per Month | | | | | | |
|--------------------------------|------------------------------|--------------------------------------|-----|-----|--------|-------|-------|-------|
| | | Mean | D1 | Q1 | Median | Q3 | D9 | Mode |
| Arts | 43 | 932 | 817 | 817 | 890 | 1,016 | 1,100 | 817 |
| Science | 97 | 915 | 875 | 875 | 900 | 950 | 1,050 | 875 |
| Commerce & Bus. Admin. | — | — | — | — | — | — | — | — |
| Engineering | 35 | 948 | 833 | 900 | 933 | 1,025 | 1,025 | 1,025 |
| Others | 8 | 1,039 | 842 | 842 | 1,000 | 1,170 | 1,350 | 842 |

TABLE XXIII:
MEAN, MEDIAN, MODE, DECILE, AND QUARTILE RATES
OF PAY IN DOLLARS PER MONTH FOR GRADUATES
WITH DOCTORAL DEGREES IN 1970

| Discipline | No. of Graduates Required | Starting Salary in Dollars Per Month | | | | | | |
|--------------------------------|---------------------------------|--------------------------------------|-----|-----|--------|-------|-------|-------|
| | | Mean | D1 | Q1 | Median | Q3 | D9 | Mode |
| Arts | 37 | 938 | 833 | 890 | 890 | 1,000 | 1,183 | 890 |
| Science | 75 | 945 | 755 | 900 | 950 | 1,040 | 1,050 | 900 |
| Commerce & Bus. Admin. | — | — | — | — | — | — | — | — |
| Engineering | 20 | 973 | 900 | 915 | 975 | 1,008 | 1,050 | 1,000 |
| Others | 2 | — | — | — | — | — | — | — |

PART TWO

Student Placement Office Reports

The data supplied by student placement offices is reported on a regional basis to ascertain whether or not there are regional differences in salary rates offered to graduates in the same discipline. Tables XXIV to XXX reveal that some variations in salary rates exist among the five regions.

There is, however, little overall consistency in this pattern. At the Bachelor's level, more disciplines receive the lowest salaries in the Prairies than in other regions, while in the Pacific region, some of the lowest salaries are mixed with some of the highest. Student placement offices in Quebec report, in many cases, the highest rates with little variation among disciplines. Ontario salaries parallel those of Quebec but are a few dollars lower in many disciplines.

Regional differences in salary rates may be caused by several factors. It must be remembered that many of the hirings reported here may not be represented in the survey of employers. It is also possible that differences are partially due to variations in the industrial patterns of the regions, and thus are only another means of presenting rates by industrial sectors. However, it could also be assumed that variations actually reflect conscious regional differences in rates of pay.

TABLE XXIV:
AVERAGE STARTING SALARY RATES IN DOLLARS
PER MONTH REPORTED BY STUDENT
PLACEMENT OFFICES FOR GRADUATES
IN ARTS, SCIENCE, AND COMMERCE
WITH PASS BACHELOR'S DEGREES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|--|--------|----------|--------|---------|----------|---------|
| Arts: | | | | | | |
| Without Specialization | 540 | 506 | 550 | 537 | 536 | 535 |
| Economics | 535 | 551 | 575 | 522 | 569 | 569 |
| English Language and Lit. | 562 | 533 | 565 | 573 | 420 | 557 |
| French Language and Lit. | 565 | 534 | 565 | 573 | 480 | 534 |
| History | 561 | 538 | 560 | 569 | 531 | 574 |
| Political Science | 551 | 541 | 560 | 554 | 552 | 537 |
| Psychology | 541 | 518 | 560 | 556 | 537 | 523 |
| Sociology | 538 | 496 | 560 | 553 | 468 | 527 |
| Science: | | | | | | |
| Without Specialization | 563 | 558 | 565 | 568 | 547 | 554 |
| Biological Sciences | 575 | 577 | 585 | 584 | 519 | 569 |
| Chemistry | 585 | 600 | 586 | 583 | 575 | — |
| Computer Science | 581 | — | 600 | 575 | 568 | — |
| Geology | 623 | 629 | 640 | 630 | 525 | — |
| Geophysics | 632 | 640 | — | 630 | — | — |
| Mathematics | 587 | 556 | 591 | 581 | 567 | 625 |
| Metallurgy | 637 | — | — | 630 | 652 | — |
| Physics | 594 | 579 | 600 | 621 | 566 | 625 |
| Urban and Town Planning | 591 | — | — | 591 | — | — |
| Commerce & Bus. & Admin.: | | | | | | |
| Accounting | 574 | 552 | 615 | 575 | 618 | — |
| Commerce | 596 | 572 | 608 | 577 | 612 | 560 |
| C.A. Articles | 545 | 547 | 550 | 575 | 531 | 550 |

TABLE XXV:
AVERAGE STARTING SALARY RATES IN DOLLARS
PER MONTH REPORTED BY STUDENT
PLACEMENT OFFICES FOR GRADUATES
IN ARTS, SCIENCE, AND COMMERCE
WITH HONOURS BACHELOR'S DEGREES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|--|--------|----------|--------|---------|----------|---------|
| Arts: | | | | | | |
| Economics | 589 | 602 | 597 | 578 | 625 | 585 |
| English Language and Lit. | 610 | 575 | 621 | 600 | 710 | 537 |
| French Language and Lit. | 612 | 600 | 621 | 604 | — | 580 |
| History | 598 | — | 621 | 574 | — | — |
| Political Science | 579 | 550 | 630 | 551 | 625 | — |
| Psychology | 574 | 550 | 610 | 567 | 541 | 537 |
| Sociology | 566 | — | 600 | 538 | 541 | 540 |
| Science: | | | | | | |
| Biological Sciences | 592 | 560 | 591 | 601 | — | — |
| Chemistry | 622 | 675 | 613 | 617 | 671 | — |
| Computer Science | 601 | — | 650 | 576 | 775 | — |
| Geology | 720 | 681 | 665 | 750 | 790 | — |
| Geophysics | — | — | — | — | — | — |
| Mathematics | 618 | 580 | 644 | 615 | 620 | — |
| Metallurgy | 645 | — | 645 | — | — | — |
| Physics | 617 | 640 | 637 | 602 | 625 | 600 |
| Urban and Town Planning | 615 | — | — | 615 | — | — |
| Commerce & Bus. & Admin.: | | | | | | |
| Accounting | 622 | — | 598 | 630 | — | — |
| Commerce | 617 | 650 | 614 | 635 | — | 600 |
| C.A. Articles | 567 | 580 | 553 | 617 | — | — |

TABLE XXVI:
AVERAGE STARTING SALARY RATES IN DOLLARS PER MONTH REPORTED
BY STUDENT PLACEMENT OFFICES FOR GRADUATES IN ARTS, SCIENCE,
AND COMMERCE WITH MASTER'S DEGREES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|--|--------|----------|--------|---------|----------|---------|
| Arts: | | | | | | |
| Economics | 693 | 700 | 677 | 677 | 739 | 697 |
| English Language and Lit. | 657 | 610 | 660 | 662 | 675 | — |
| French Language and Lit. | 675 | — | 652 | 698 | — | — |
| History | 660 | — | 652 | 668 | — | — |
| Political Science | 661 | — | — | 667 | 642 | — |
| Psychology | 667 | 650 | — | 667 | 681 | — |
| Sociology | 630 | 650 | — | 616 | 683 | — |
| Science: | | | | | | |
| Biological Sciences | 693 | — | 665 | 735 | 750 | — |
| Chemistry | 711 | 720 | 690 | 735 | — | — |
| Computer Science | 754 | — | 700 | 763 | — | — |
| Geology | 795 | 747 | 842 | 735 | 822 | — |
| Geophysics | 746 | — | — | 735 | 770 | — |
| Mathematics | 712 | — | 745 | 694 | 733 | — |
| Metallurgy | 717 | — | 700 | 735 | — | — |
| Physics | 722 | — | 665 | 748 | 697 | — |
| Urban and Town Planning | 748 | — | — | 728 | 850 | — |
| Commerce & Bus. & Admin.: | | | | | | |
| Accounting | 599 | — | 599 | — | — | — |
| Commerce | 850 | 800 | 701 | 911 | 792 | — |
| C.A. Articles | 590 | — | 590 | — | — | — |

TABLE XXVII:
AVERAGE STARTING SALARY RATES IN DOLLARS PER MONTH REPORTED
BY STUDENT PLACEMENT OFFICES FOR GRADUATES IN ENGINEERING
WITH BACHELOR'S DEGREES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|----------------------|--------|----------|--------|---------|----------|---------|
| Chemical | 664 | — | 650 | 665 | 675 | — |
| Civil | 654 | 625 | 643 | 654 | 664 | — |
| Electrical | 657 | 600 | 641 | 693 | 652 | — |
| Industrial | 659 | — | 663 | 647 | — | — |
| Mechanical | 665 | — | 649 | 685 | 661 | — |
| Mining | 672 | 735 | 654 | 645 | 700 | — |
| Physics | 654 | — | 650 | 645 | 700 | — |
| Others | 673 | 735 | — | 670 | — | — |

TABLE XXVIII:
AVERAGE STARTING SALARY RATES IN DOLLARS PER MONTH REPORTED
BY STUDENT PLACEMENT OFFICES FOR GRADUATES IN ENGINEERING
WITH MASTER'S DEGREES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|----------------------|--------|----------|--------|---------|----------|---------|
| Chemical | 732 | — | 715 | 750 | 750 | — |
| Civil | 741 | — | 685 | 763 | 725 | — |
| Electrical | 743 | — | 685 | 767 | — | — |
| Industrial | 750 | — | — | 750 | — | — |
| Mechanical | 746 | — | 730 | 752 | 735 | — |
| Mining | 818 | — | 908 | 750 | — | — |
| Physics | 724 | — | 690 | 750 | — | — |

TABLE XXIX:
AVERAGE STARTING SALARY RATES IN DOLLARS PER MONTH REPORTED
BY STUDENT PLACEMENT OFFICES FOR GRADUATES WITH BACHELOR'S
DEGREES IN PROFESSIONAL AND OTHER DISCIPLINES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|------------------------------------|--------|----------|--------|---------|----------|---------|
| Agriculture | 620 | — | 615 | 625 | 594 | — |
| Architecture | 843 | — | 606 | — | 922 | — |
| Dentistry | 950 | 950 | — | — | — | — |
| Education | 556 | 512 | 698 | 625 | 557 | 580 |
| Forestry | 511 | 501 | 630 | — | — | — |
| Home Economics | 561 | 505 | — | 618 | 485 | — |
| Journalism | 617 | — | 450 | 650 | — | — |
| Law | 430 | — | 600 | — | 422 | — |
| Law Articles | 391 | 300 | — | 400 | — | — |
| Library Science | 638 | — | — | — | 638 | — |
| Medicine | 530 | — | — | — | 530 | — |
| Nursing (degree) | 456 | 448 | — | 590 | 555 | — |
| Pharmacy | 690 | 725 | 640 | 550 | 698 | — |
| Physical Education | 546 | 535 | — | — | 555 | — |
| Physiotherapy | 483 | 450 | — | — | 499 | — |
| Secretarial Sc. (degree) | 436 | 425 | — | 450 | — | — |
| Social Work | 510 | 400 | 565 | — | — | — |
| Veterinary Sc. | 914 | — | — | 791 | 918 | — |

TABLE XXX:
AVERAGE STARTING SALARY RATES IN DOLLARS PER MONTH REPORTED
BY STUDENT PLACEMENT OFFICES FOR GRADUATES WITH MASTER'S
DEGREES IN PROFESSIONAL AND OTHER DISCIPLINES IN 1970

| Discipline | Canada | Atlantic | Quebec | Ontario | Prairies | Pacific |
|------------------------------|--------|----------|--------|---------|----------|---------|
| Agriculture | 640 | — | 640 | — | — | — |
| Architecture | — | — | — | — | — | — |
| Dentistry | — | — | — | — | — | — |
| Education | 770 | — | 660 | 708 | 788 | — |
| Forestry | 900 | 900 | — | — | — | — |
| Home Economics | 710 | — | — | — | 710 | — |
| Journalism | — | — | — | — | — | — |
| Law | 700 | — | — | 700 | — | — |
| Law Articles | — | — | — | — | — | — |
| Library Science | — | — | — | — | — | — |
| Medicine | — | — | — | — | — | — |
| Nursing (degree) | — | — | — | — | — | — |
| Pharmacy | 713 | — | — | 713 | — | — |
| Physical Education | 667 | — | — | — | 667 | — |
| Physiotherapy | — | — | — | — | — | — |
| Secretarial Sc. | — | — | — | — | — | — |
| Social Work | 723 | 700 | — | — | 733 | — |
| Veterinary Sc. | — | — | — | — | — | — |

PART THREE

Recruiting Pattern of Employers

Tables XXXI to XXXIII illustrate the recruiting pattern of participating employers on university campuses.

No significant changes appear in the regional distribution of recruiting activities, as shown in Table XXXI.

Fewer employers reported recruiting in each region, with the exception of the Atlantic, in the 1969-70 academic year in comparison to 1968-69. However, the larger number of employers who visited the Atlantic region recruited on the average at fewer campuses.

TABLE XXXI:
REGIONAL DISTRIBUTION AND AVERAGE NO. OF CAMPUSES
VISITED BY EMPLOYERS' RECRUITING TEAMS IN 1968-69 AND 1969-70

| Regions | 1968-69 | | 1969-70 | |
|---------------------------|----------------------------|---------------------------------|----------------------------|---------------------------------|
| | No. of Different Employers | Average No. of Campuses Visited | No. of Different Employers | Average No. of Campuses Visited |
| Atlantic | 80 | 3.0 | 107 | 2.3 |
| Quebec | 121 | 3.0 | 106 | 3.2 |
| Ontario | 144 | 5.0 | 143 | 5.0 |
| Prairies | 122 | 3.7 | 118 | 2.7 |
| Pacific | 85 | 1.4 | 82 | 1.4 |
| Total in Canada | 200 | 9.0 | 183 | 9.4 |

TABLE XXXII:
NO. OF CAMPUSES VISITED BY EMPLOYERS
FROM 1966-67 TO 1969-70

| No. of Campuses Visited | 1-5 | 6-10 | 11-15 | 16-20 | 21-25 | 26-30 | 31-40 | 41 & up | Total |
|----------------------------------|-----|------|-------|-------|-------|-------|-------|---------|-------|
| No. of Employers 69-70 | 90 | 36 | 23 | 12 | 12 | 4 | 5 | 1 | 183 |
| No. of Employers 68-69 | 96 | 44 | 21 | 14 | 9 | 6 | 8 | 2 | 200 |
| No. of Employers 67-68 | 106 | 34 | 25 | 15 | 9 | 7 | 8 | 5 | 209 |
| No. of Employers 66-67 | 68 | 27 | 20 | 19 | 19 | 10 | 3 | 2 | 168 |

TABLE XXXIII:
PERCENTAGE DISTRIBUTION OF EMPLOYERS BY
NUMBER OF CAMPUSES VISITED

| No. of Campuses Visited | 1-5 | 6-10 | 11-15 | 16-20 | 21-25 | 26-30 | 31-40 | 41 & up | Total |
|--------------------------------|------|------|-------|-------|-------|-------|-------|---------|-------|
| % of Employers 69-70 | 49.2 | 19.7 | 12.6 | 6.5 | 6.5 | 2.2 | 2.7 | 0.6 | 100.0 |
| % of Employers 68-69 | 48.0 | 22.0 | 10.5 | 7.0 | 4.5 | 3.0 | 4.0 | 1.0 | 100.0 |
| % of Employers 67-68 | 50.7 | 16.3 | 12.0 | 7.2 | 4.3 | 3.3 | 3.8 | 2.4 | 100.0 |
| % of Employers 66-67 | 40.5 | 16.1 | 11.9 | 11.3 | 11.3 | 5.9 | 1.8 | 1.1 | 100.0 |

PART FOUR

Summer Employment Survey of Students

University

This year a new section dealing with student summer employment has been added to the report. The data on summer employment were gathered by a survey of post-secondary student summer employment carried out in the Fall of 1969 by the Department of Manpower and Immigration. The summer employment questionnaire was completed by more than 19,000 students selected randomly from a representative sample of post-secondary institutions across Canada.¹

Supplementary data supplied by the recently published 1968 Dominion Bureau of Statistics Survey of Post-secondary Students are also provided in the summer employment section of the report.

University Student Summer Employment, 1969

1. Proportion of Students Seeking Work

A large proportion of university students seek work during the summer. Table XXXIV shows that 87 per cent of university students entered the labour market in the summer of 1969. This compares to 92 per cent of community college students in 1969, and 83 per cent of all post-secondary (university and community college) students in 1968.

TABLE XXXIV
STUDENTS WHO SOUGHT PAID SUMMER WORK
IN 1968 AND 1969

| | All Post-Secondary 1968 | University 1969 | Community Colleges 1969 |
|------------------|----------------------------|--------------------|----------------------------|
| Male | 206,000 (86%) | 179,100 (89%) | 52,200 (93%) |
| Female | 100,000 (78%) | 85,600 (81%) | 30,000 (89%) |
| Total | 306,000 (83%) | 264,700 (87%) | 82,200 (92%) |

Proportionately fewer university students attempt to find jobs during the summer than do community college students. This is especially true of female university students whose participation rate (83%) is well below that of female community college students, as well as below that of all male students.

2. Activities of Students Who Did Not Seek Paid Summer Work

Most university students who did not attempt to find a paid job in the summer of 1969 devoted their time to studying. Forty-nine per cent of these students spent their summer at their studies, while 24 per cent travelled during the summer months. Only 1 per cent gave "no jobs available" as a reason for not attempting to find summer work.

¹The full study of student summer employment, "Summer-Employment Survey of Post-Secondary Students in Canada," is available through the Department of Manpower and Immigration, Ottawa, Canada.

3. Proportion of Students Who Sought and Obtained Summer Work

Ninety-four per cent of the university students who sought paid summer work in 1969 found a job at some time during the summer, although males were always more successful than females. However, a larger proportion of female university students found jobs than did community college males.

TABLE XXXV:
UNIVERSITY STUDENTS WHO OBTAINED
SUMMER WORK IN 1969

| | |
|------------------|------------------|
| Male | 174,830 (95%) |
| Female | 77,090 (92%) |
| Total | 251,920 (94%) |

4. Weeks Worked and Weeks of Work Desired

While a high proportion of both community college and university students found a job at some time during the summer of 1969, the length of time worked by students varied considerably. Among males who sought work, 18 per cent either found no work at all, or worked 5 to 6 weeks or less. For females, 28 per cent either found no work at all, or worked 5 to 6 weeks or less. Males who found employment worked an average of 12 weeks; females worked an average of 11 weeks.

TABLE XXXVI:
WEEKS WORKED (ALL POST-SECONDARY)
(per cent)

| | 0* | 1-6 | 7-12 | 13-18 | 19-25 | Total** | Average Weeks Worked |
|------------------|----|-----|------|-------|-------|---------|-------------------------|
| Male | 7 | 11 | 37 | 39 | 6 | 100 | 12 |
| Female | 12 | 16 | 40 | 31 | 3 | 100 | 11 |

*Includes those who worked less than one week.

**Total may not add up to 100 due to rounding.

Fifty-five per cent of male students who found employment, and 54 per cent of female students were satisfied with the amount of work they obtained. Male students who worked, but were not satisfied with the duration of their employment, desired an average of six extra weeks; female students wanted nine extra weeks. Most students who were satisfied with the duration of their employment worked 13 weeks or more; the majority of those who were not satisfied worked less than 12 weeks. Students who failed to find summer employment wanted an average of seven weeks' work.

TABLE XXXVII:
ADDITIONAL WEEKS WORK DESIRED
(ALL POST-SECONDARY)

| | | |
|---|--------|---------|
| Average Additional Weeks Work Desired (those who worked) | Male | 6 Weeks |
| | Female | 9 weeks |
| Average Weeks Work Desired (those who did not work) | Male | 7 Weeks |
| | Female | 7 Weeks |

5. Earnings and Savings of Students

Over the summer of 1969, male university students earned an average of \$1150; female students earned much less, \$650. Male and female university students earned more respectively than male and female community college students. However, female university students earned considerably less than male community college students.

TABLE XXXVIII:
AVERAGE GROSS SUMMER EARNINGS OF STUDENTS

| | University | All Post-Secondary | |
|------------------|------------|--------------------|--------|
| | 1969 | 1968 | 1969 |
| Male | \$1150 | \$1050 | \$1110 |
| Female | 650 | 650 | 620 |
| Total | 997 | 910 | 950 |

Male university students saved \$580 of their 1969 summer earnings; females saved \$340. University and community college students saved less in the summer of 1969 than they did the previous year.

6. Main Field of Employment of Students

Most university students worked in private industry during the summer of 1969. However, 28 per cent of university males and 29 per cent of females obtained jobs in either federal, provincial, or municipal governments.

TABLE XXXIX
MAIN FIELD OF EMPLOYMENT OF UNIVERSITY STUDENTS
(per cent)

| | Federal | Provincial | Municipal | Private Industry | Total |
|------------------|---------|------------|-----------|------------------|-------|
| Male | 9 | 13 | 6 | 72 | 100 |
| Female | 6 | 14 | 9 | 71 | 100 |

7. Earnings by Main field of Employment

Male university students earned most (\$1350) in federal government employment, least in municipal government employment (\$1070). The same pattern was followed by females who earned most in federal government employment (\$880) least in municipal government employment (\$610). Females earned less than males in all field of employment, although the male-female differential in earnings was smallest in municipal government employment.

TABLE XL
EARNINGS BY MAIN FIELD OF EMPLOYMENT OF UNIVERSITY STUDENTS
(in dollars)

| | Federal | Provincial | Municipal | Private Industry |
|--------------|---------|------------|-----------|------------------|
| Male | 1350 | 1210 | 1070 | 1130 |
| Female | 880 | 720 | 610 | 620 |

8. Occupation of Students

Most university students (39 per cent) worked in either clerical or service occupations. University males were found most often in non-agricultural and skilled and unskilled labour occupations; females worked most often in clerical and service occupations. Seventeen per cent of university students worked in professional and technical or professional and technical support occupations compared to 5 per cent of community college students.

TABLE XLI
OCCUPATION OF UNIVERSITY STUDENTS
(per cent)

TABLE XLII
EARNINGS BY OCCUPATION
(in dollars)

| | Male | Female | University | | |
|--|------|--------|------------|------|--------|
| | | | Total | Male | Female |
| Professional and Technical | 6 | 5 | 6 | 1540 | 960 |
| Administrative and Supervisory | 3 | 2 | 3 | 1520 | 1780 |
| Professional and Technical Support ... | 12 | 10 | 11 | 1340 | 740 |
| Clerks | 10 | 29 | 19 | 1010 | 680 |
| Sales | 7 | 16 | 10 | 940 | 610 |
| Service | 13 | 27 | 20 | 1000 | 570 |
| Recreation | 4 | 6 | 6 | 700 | 530 |
| Labour (Skilled and Semi-skilled) | 15 | 3 | 10 | 1270 | 840 |
| Labour (non-Agricultural) | 24 | 3 | 15 | 1100 | 570 |
| Labour (Agricultural) | 4 | 1 | 3 | 880 | 180 |
| Other | 1 | 1 | 1 | 1240 | 400 |
| Total* | 100 | 100 | 100 | — | — |

*Total may not add up to 100 due to rounding

9. Earnings by Occupation

University males earned most in professional and technical occupations (\$1540); they earned least in recreation occupations (\$700). Females earned most in administrative and supervisory occupations (\$1780), least in agricultural labour occupations (\$180). Males usually earned more than females in the same occupation, though females in administrative and supervisory occupations earned more than males in those occupations. Earnings of community college students were below those of university students in the same occupation except for community college males in semi-skilled and skilled labour occupations who earned more than university males in the same occupations, and community college females in agricultural labour occupations who earned more than university females in these occupations.

10. Relation of Summer Work to Field of Study

One-third of students across Canada who were employed during the summer of 1969 felt that their work was related (15 per cent) or partly related (19 per cent) to the field of study in which they were engaged during the 1968-69 academic year. Only very slight differences were recorded between males and females.

Most students in Canada (62 per cent) who thought their main summer job was related or partly related to their field of study showed interest in permanent employment with their principal employer of the summer of 1969. Twenty-four per cent of them were very interested in permanent employment with their principal employer, while 38 per cent were fairly interested. Among students whose work was related or partly related to their field of study, males were more likely to be interested in permanent jobs with their principal employer than were females.

Students in some study programs were more likely to find work related to their field of study than students in other study programs. Study programs in which more than 60 per cent of students believed their summer work to be related or partly related to their studies included Architecture, Agriculture, Engineering and Applied Science, Medicine, Pharmacy, Social Work, and Nursing. In general, female students in these programs were less likely to find summer work relating to their field of study than males in the same program. In other study programs, however, they were more likely to do so than males.

Over 40 per cent of students enrolled in Commerce or Business Administration programs during the 1968-69 academic year found jobs related or partly related to their field of study. A larger proportion of female than male students in Commerce or Business Administration programs were employed in summer jobs relating to their field of study.

Less than 40 per cent of male and female students enrolled in Arts or Science programs at universities, in faculties of Law, or schools of Dentistry and Education in 1968-69, found work related or partly related to their field of study during the summer of 1969. Generally, however, a larger proportion of females than males in these programs found work related to their field of study.

11. Earnings of Students by Relation of Work to Field of Study

There was a strong correlation between earnings of university students and the relation of their summer jobs to their fields of study. This contrasts with the experience of community college students whose earnings were not influenced by the relation of their summer work to their fields of study.

TABLE XLIII
AVERAGE EARNINGS OF STUDENTS BY RELATION OF WORK
TO FIELD OF STUDY (BY SEX AND MAJOR FIELDS OF STUDY)
(in dollars)

| University | Related | | Partly Related | | Not Related | |
|----------------------------------|---------|--------|----------------|--------|-------------|--------|
| | Male | Female | Male | Female | Male | Female |
| Arts | 1280 | 840 | 1250 | 790 | 1230 | 720 |
| Agriculture | 1570 | 1250 | 1580 | 1000 | 1450 | 690 |
| Science | 1420 | 1010 | 1330 | 900 | 1260 | 760 |
| Eng. & Applied Science | 1730 | — | 1650 | 1280 | 1270 | 780 |
| Commerce & Business Admin. . . | 1660 | 1090 | 1600 | 810 | 1390 | 860 |

APPENDIX I

PARTICIPATING EMPLOYERS

| | |
|--|-------------------------|
| Abex Industries of Canada Limited | Montreal, Que. |
| Abitibi Paper Company Limited | Toronto, Ont. |
| Abitibi Provincial Paper Limited | Thorold, Ont. |
| Acres Limited for H.G. Acres and Company Limited | Niagara Falls, Ont. |
| Gordon S. Adamson and Associates | Toronto, Ont. |
| Age and Opportunity Centre Incorporated | Winnipeg, Man. |
| Air Canada | Montreal, Que. |
| Air Reduction Canada Limited | Ville St. Laurent, Que. |
| Albert, Westmorland, Kent, Regional Public Library | Moncton, N.B. |
| The Alberta Gas Trunk Line Company Limited | Calgary, Alta. |
| Alberta Government Telephones | Calgary, Alta. |
| Alberta – Province of | Calgary, Alta. |
| Alberta Wheat Pool | Calgary, Alta. |
| The Algoma Steel Corporation Limited | Port Colborne, Ont. |
| Allied Chemical (Canada) Ltd. | Montreal, Que. |
| Allstate Insurance Company of Canada | Toronto, Ont. |
| Aluminium Company of Canada Limited | Montreal, Que. |
| Amerada Division/Amerada Hess Corporation | Calgary, Alta. |
| American Air Filter of Canada Limited | Ville St. Laurent, Que. |
| American Smelting and Refining Company Limited | Botwood, Nfld. |
| American – Standard Products (Canada) Limited | Toronto, Ont. |
| Amoco Canada Petroleum Company | Calgary, Alta. |
| Anaconda American Brass Limited | Toronto, Ont. |
| Anglo-Canadian Pulp and Paper Mills Limited | Quebec, Que. |
| No. 10 Architectural Group | Winnipeg, Man. |
| Asbestos Corporation Limited | Thetford Mines, Que. |
| Associated Engineering Services Limited | Edmonton, Alta. |
| Associated Textile of Canada Limited | Montreal, Que. |
| Atkins, Hatch and Associates Limited | Toronto, Ont. |
| Atlantic Richfield Company | Calgary, Alta. |
| Atlantic Sugar Refineries Company Limited | Saint John, N.B. |
| Atlas Chemical Industries (Canada) Limited | Brantford, Ont. |
| Atlas Steels Company | Tracy, Que. |
| Atomic Energy of Canada Limited | Ottawa, Ont. |
| Automatic Electric (Canada) Limited | Brockville, Ont. |
| Avon Products Company Limited | Montreal, Que. |
| Ayers McKenna and Harrison Limited | Montreal, Que. |
| Bank of Canada | Ottawa, Ont. |
| La Banque Canadienne Nationale | Montreal, Que. |
| The Bank of Nova Scotia | Toronto, Ont. |
| La Banque Provinciale du Canada | Montreal, Que. |
| Baroid of Canada Limited | Calgary, Alta. |
| Bata Retail/Division of Bata Industries Ltd. | Don Mills, Ont. |

Bata Shoe Company of Canada Limited
 Battleford Union Hospital
 Baxter Laboratories of Canada Limited
 Beaver Lumber Company Limited
 Belding — Corticelli Limited
 Bell Canada
 Belleville General Hospital
 Blake, Cassels and Craydon
 BLH Canada Limited
 Bombardier Limited
 Bowaters Newfoundland Limited
 Brandon University
 Bristol Aerospace Limited
 Bristol Laboratories of Canada Limited
 B.C. Civil Service Commission
 B.C. Forest Products Limited
 B.C. Hydro and Power Authority
 B.C. Institute of Technology
 B.C. Packers of Canada Limited
 B.C. Research Council
 B.C. Telephone Company
 B.P. Oil Limited
 Brockville General Hospital
 Brown Boveri (Canada) Limited
 Bruck Mills Limited
 Brunswick Mining and Smelting Company Ltd.
 Building Products of Canada Limited
 Burnaby — Corporation of the District of
 Burndy Canada Limited
 Burns Foods Limited
 Burroughs Business Machines Limited

CAE Industries Limited
 Calgary — City of
 Calgary Family Service Bureau
 Calgary General Hospital
 Calgary Power Limited
 Calgary Public Library
 Calgary School Board
 Campbell Chibougamau Mines Corporation Limited
 The Campbell Soup Company Limited
 Canada Cement Company Limited
 Canada — Government of
 The Canada Life Insurance Company
 Canada Packers Limited
 Canada Safeway Limited
 The Canada Starch Company
 Canada Trust-Huron and Erie
 Canadair Limited

Batawa, Ont.
 North Battleford, Sask.
 Malton, Ont.
 Winnipeg, Man.
 Montreal, Que.
 Montreal, Que.
 Belleville, Ont.
 Toronto, Ont.
 Dundas, Ont.
 Valcourt, Que.
 Corner Brook, Nfld.
 Brandon, Man.
 Winnipeg, Man.
 Candiac, Que.
 Victoria, B.C.
 Vancouver, B.C.
 Vancouver, B.C.
 Burnaby, B.C.
 Vancouver, B.C.
 Vancouver, B.C.
 Vancouver, B.C.
 Montreal, Que.
 Brockville, Ont.
 Pointe Claire, Que.
 Montreal, Que.
 Bathurst, N.B.
 Montreal, Que.
 Burnaby, B.C.
 Scarborough, Ont.
 Calgary, Alta.
 Don Mills, Ont.

Montreal, Que.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Chibougamau, Que.
 Toronto, Ont.
 Montreal, Que.
 Ottawa, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Montreal, Que.
 London, Ont.
 Montreal, Que.

| | |
|--|--------------------------|
| Canadian Acceptance Corporation Limited | Toronto, Ont. |
| Canadian Acme Screw and Gear Limited | Toronto, Ont. |
| Canadian Bechtel Limited | Toronto, Ont. |
| Canadian Breweries Limited | Toronto, Ont. |
| Canadian British Aluminum Company Limited | Baie-Comeau, Que. |
| Canadian Broadcasting Corporation | Ottawa, Ont. |
| Canadian Cannery Limited | Hamilton, Ont. |
| Canadian Channing Corporation Limited | Montreal, Que. |
| Canadian Filters Limited | Chatham, Ont. |
| Canadian General Electric Company Limited | Toronto, Ont. |
| Canadian Gypsum Company Limited | Toronto, Ont. |
| Canadian Imperial Bank of Commerce | Toronto, Ont. |
| Canadian Industrial Gas and Oil Limited | Calgary, Alta. |
| Canadian Industries Limited | Montreal, Que. |
| Canadian Ingersol — Rand Company Ltd. | Montreal, Que. |
| Canadian International Paper Company | Montreal, Que. |
| Canadian Kodak Company Limited | Toronto, Ont. |
| Canadian Liquid Air Limited | Montreal, Que. |
| Canadian Marconi Company | Montreal, Que. |
| Canadian National | Montreal, Que. |
| Canadian Overseas Telecommunication Corporation | Montreal, Que. |
| Canadian Pacific | Montreal, Que. |
| Canadian Pacific Airlines Limited | Vancouver, B.C. |
| Canadian Pacific Oil and Gas Limited | Calgary, Alta. |
| Canadian Penitentiary Service | Ottawa, Ont. |
| Canadian Porcelain Company Limited | Hamilton, Ont. |
| Canadian Refractories Limited | Montreal, Que. |
| Canadian Research Institute | Don Mills, Ont. |
| Canadian Superior Oil Limited | Calgary, Alta. |
| Canadian Western Natural Gas Company Limited | Calgary, Alta. |
| Canadian Westinghouse Company Limited | Hamilton, Ont. |
| Cap Breton Development Corporation | Sydney, N.S. |
| Carleton University | Ottawa, Ont. |
| Carnation Company Limited | Toronto, Ont. |
| The Catholic Children's Aid Society of Hamilton-Wentworth | Hamilton, Ont. |
| Central Mortgage and Housing Corporation | Ottawa, Ont. |
| Chatham — Hotel Dieu Hospital | Chatham, N.B. |
| Chatham Public General Hospital | Chatham, Ont. |
| Chevron Standard Limited | Calgary, Alta. |
| The Child Guidance Clinic of Greater Winnipeg | Winnipeg, Man. |
| The Children's Aid Society of Hamilton-Wentworth | Hamilton, Ont. |
| The Children's Aid Society of Central Manitoba | Portage La Prairie, Man. |
| The Children's Aid Society of Eastern Manitoba | St. Boniface, Man. |
| The Children's Aid Society of Ottawa | Ottawa, Ont. |
| The Children's Aid Society of the County of Renfrew | Pembroke, Ont. |
| The Children's Aid Society of Stormont, Dundas & Glengarry | Cornwall, Ont. |
| The Children's Aid Society of Metropolitan Toronto | Toronto, Ont. |
| The Children's Aid Society of Winnipeg | Winnipeg, Man. |
| Chrysler Canada Limited | Windsor, Ont. |

Chubb Mosler and Taylor Sages Limited
 Chun King Corporation of Canada Limited
 Ciba Company Limited
 C.I.P. Research Limited
 Colgate — Palmolive Limited
 College Ste. Anne
 Combustion Engineering Superheater Limited
 Cominco Limited
 Commission des Ecoles Catholiques de Montreal
 Computing Devices of Canada Limited
 The Confederation College of Applied Arts and Technology
 Confederation Life Association
 Connaught Medical Research
 The Consumer's Gas Company
 Consumers Glass Company Limited
 Continental Can Company of Canada Limited
 Continental Insurance Co.
 Corning Glass Works of Canada Limited
 Cornwall General Hospital
 Courtaulds (Canada) Limited
 Coutts Hallmark Cards
 Crippen Acres Limited
 G.E. Crippen and Associates Limited
 Crosier, Greenberg and Partners
 Crown Life Insurance
 Custom Glass Limited
 Cyanamid of Canada Limited

Brampton, Ont.
 Windsor, Ont.
 Dorval, Que.
 Montreal, Que.
 Toronto, Ont.
 Church Point, N.S.
 Montreal, Que.
 Trail, B.C.
 Montreal, Que.
 Ottawa, Ont.
 Fort Williams, Ont.
 Toronto, Ont.
 Willowdale, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Cornwall, Ont.
 Cornwall, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Vancouver, B.C.
 Winnipeg, Man.
 Toronto, Ont.
 Edmonton, Alta.
 Montreal, Que.

Dalhousie University
 Darling Brothers Limited
 Dauphin-Ochre School Area No. 1
 The Daymond Company Limited
 John Deere Welland Works of John Deere Limited
 Defence Construction (1951) Limited
 Defence Research Board
 The De Havilland Aircraft of Canada Ltd.
 Deloitte, Plender, Haskins and Sells
 Denison Mines Limited
 M.M. Dillon Limited
 Dilworth, Secord, Meagher and Associates Limited
 Diversey (Canada) Limited
 Dominion Bridge Company Limited
 Dominion Engineering Works
 Dominion Foundries and Steel Limited
 Dominion Glass Company Limited
 Dominion Life Assurance Company
 Dominion Textile Company Limited
 Domtar Limited
 Dow Chemical of Canada Limited

Halifax, N.S.
 Montreal, Que.
 Dauphin, Man.
 Chatham, Ont.
 Welland, Ont.
 Ottawa, Ont.
 Ottawa, Ont.
 Downsview, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Toronto, Ont.
 Clarkson, Ont.
 Montreal, Que.
 Lachine, Que.
 Hamilton, Ont.
 Montreal, Que.
 Waterloo, Ont.
 Montreal, Que.
 Montreal, Que.
 Sarnia, Ont.

Drumheller Valley School District No. 62
 Dryden Paper Company Limited
 Dun and Bradstreet of Canada Limited
 Dunlop Research Centre
 Duplate Canada Limited
 Du Pont of Canada Limited
 Duval Corporation of Canada

Drumheller, Que.
 Dryden, Ont.
 Toronto, Ont.
 Sheridan Park, Ont.
 Toronto, Ont.
 Montreal, Que.
 Saskatoon, Sask.

Edmonton – The City of
 Edmonton Public Library
 Edmonton Public School Board
 Eldorado Nuclear Limited
 Electrohome Limited
 Electrolux (Canada) Limited
 Electronic Systems Personnel (Canada) Limited
 Eli Lilly and Company (Canada) Limited
 Elliot Lake Centre for Continuing Education
 Enco Limited
 Erie Technological Products of Canada Limited
 La Commission Scolaire Regionale de l'Estrie
 Etobicoke Board of Education

Edmonton, Alta.
 Edmonton, Alta.
 Edmonton, Alta.
 Eldorado, Sask.
 Kitchener, Ont.
 Montreal, Que.
 Montreal, Que.
 Toronto, Ont.
 Elliot Lake, Ont.
 London, Ont.
 Trenton, Ont.
 Sherbrooke, Que.
 Etobicoke, Ont.

Facelle Company Limited
 Fairview Agricultural and Vocational College
 Falconbridge Nickel Mines Limited
 Family Service Association of Metro Toronto
 Fanshawe College of Applied Arts and Technology
 Federated Co-operatives Limited
 Fiberglass Canada Limited
 Firestone Tire and Rubber Company of Canada Limited
 Flextrack – Nodwell Limited
 Ford Motor Company of Canada Limited
 Fort Vermilion School Division No. 52
 Foster Wheeler Limited
 The Foundation Company of Canada Limited
 Foundation of Canada Engineering Corporation Ltd (FENCO)
 The Foxboro Company of Canada
 Fraser Companies Limited

Toronto, Ont.
 Fairview, Alta.
 Falconbridge, Ont.
 Toronto, Ont.
 London, Ont.
 Saskatoon, Sask.
 Toronto, Ont.
 Hamilton, Ont.
 Calgary, Alta.
 Oakville, Ont.
 Fort Vermilion, Alta.
 St. Catharines, Ont.
 Toronto, Ont.
 Toronto, Ont.
 La Salle, Que.
 Edmundston, N.B.

Gamma Engineering
 Garrett Manufacturing Limited
 Gaudet and Roy
 General Foods Limited
 General Motors of Canada Limited
 GSW Limited
 Gibb, Alberty, Pullerits and Dickson
 Giffels Associates Limited
 The Globe and Mail
 B.F. Goodrich Canada Limited

Edmonton, Alta.
 Rexdale, Ont.
 Moncton, N.B.
 Toronto, Ont.
 Oshawa, Ont.
 Toronto, Ont.
 Don Mills, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Kitchener, Ont.

Grande Prairie College
Great Canadian Oil Sands
The Great Lakes Paper Company Limited
Gulf Oil Canada Limited

Halifax Board of School Commissioners
Hamilton Board of Education
The Hamilton Health Association
Hamilton Public Library
H.J. Heinz Company of Canada Limited
High Prairie, R.C. Separate School Board District No. 56
Hoffman — La Roche Limited
Hollinger Consolidated Gold Mines Limited
Home Oil Company
Honeywell Controls Limited
Hooker Chemicals Limited
Frank W. Horner Limited
The Hospital for Sick Children
C.D. Howe Company Limited
Hudson Bay Mining and Smelting Company Limited
Hudson's Bay Company
Hudson's Bay Oil and Gas Company Limited
Husky Oil Limited
Hydro-Quebec

I.T.E. Circuit Breaker (Canada) Limited
Imperial Oil Limited
Imperial Tobacco Company of Canada Ltd.
Industrial Acceptance Corporation Limited
Industrial Development Bank
John Inglis Company Limited
IBM Company Limited
International Harvester Company of Canada Limited
The International Nickel Company of Canada Limited
Interprovincial Pipeline Company
Iron Ore Company of Canada
Irving Pulp and Paper Company Ltd.
Irving Refining Limited

Jeffrey Manufacturing Company Limited
John Howard and Elizabeth Fry Society of Manitoba
S.C. Johnson and Son Limited

Kamloops Pulp and Paper Company Limited
Kamloops School District No. 24
Kates, Peat, Marwick and Company
Keewatin Community College
Kellogg Company of Canada Limited
Kemptonville College of Agricultural Technology

Grande Prairie, Alta.
Fort McMurray, Alta.
Fort William, Ont.
Toronto, Ont.

Halifax, N.S.
Hamilton, Ont.
Hamilton, Ont.
Hamilton, Ont.
Leamington, Ont.
High Prairie, Alta.
Montreal, Que.
Timmins, Ont.
Calgary, Alta.
Scarborough, Ont.
North Vancouver, B.C.
Montreal, Que.
Toronto, Ont.
Port Arthur, Ont.
Flin Flon, Man.
Winnipeg, Man.
Calgary, Alta.
Calgary, Alta.
Montreal, Que.

Port Credit, Ont.
Toronto, Ont.
Montreal, Que.
Montreal, Que.
Montreal, Que.
Toronto, Ont.
Don Mills, Ont.
Hamilton, Ont.
Toronto, Ont.
Edmonton, Alta.
Sept-Îles, Que.
Saint-John West, N.B.
Saint-John East, N.B.

Montreal, Que.
Winnipeg, Man.
Brantford, Ont.

Kamloops, B.C.
Kamloops, B.C.
Toronto, Ont.
The Pas, Man.
London, Ont.
Kemptonville, Ont.

Peter Kiewit and Sons Company of Canada Limited
 Kimberly — Clark of Canada Limited
 Kingston General Hospital
 Kitchener Public Library
 Koehring — Waterous Limited
 Kraft Foods Limited
 Kruger Pulp and Paper Limited

John Labatt Limited
 The Lakehead Board of Education
 Lakehead University
 Lakewood Secondary School
 Laurentian University
 Lever Brothers Limited
 Lightning Fastener Company Ltd.
 Lignosol Chemical Ltd. Division Dryden Chemicals
 Litton Systems (Canada) Limited
 Lloydminster Public School District No. 60
 M. Loeb Limited
 London Board of Education (Secondary School)
 London Life Insurance Company
 Long Manufacturing Division Borg-Warner (Canada) Ltd.
 Lunenburg, Board of School Commissioners

James F. MacLaren Limited
 MacLean Hunter Limited
 Mac Millan Bloedel Limited
 Macy's Drug Store Registered
 Malcom Construction Company Limited
 Manitoba — Government of
 Manitoba Hydro
 Manitoba Rolling Mills, Division of Dominion Bridge Co. Ltd.
 Manitoba Telephone System
 The Manufacturers Life Insurance Company
 Marani, Rounthwaite and Dick, Architects
 Marine Industries Limited
 Maritime Telegraph and Telephone Company Limited
 Massey — Ferguson Limited
 Robert Mc Alpine Limited
 Mc Donald, Currie and Company
 Mc Graw — Edison of Canada
 Mc Master University
 Mc Namara Engineering Limited
 Medicine Hat College
 Memorial University
 The Mercantile Bank of Canada
 Metropolitan Life Insurance Company
 Midland — Osler Securities Limited
 Milner and Steer

Vancouver, B.C.
 Toronto, Ont.
 Kingston, Ont.
 Kitchener, Ont.
 Brantford, Ont.
 Montreal, Que.
 Montreal, Que.

London, Ont.
 Thunder Bay, Ont.
 Thunder Bay, Ont.
 Kenora, Ont.
 Sudbury, Ont.
 Toronto, Ont.
 St. Catharines, Ont.
 Quebec, Que.
 Rexdale, Ont.
 Lloydminster, Sask.
 Ottawa, Ont.
 London, Ont.
 London, Ont.
 Oakville, Ont.
 Lunenburg, N.S.

Toronto, Ont.
 Toronto, Ont.
 Vancouver, B.C.
 Montreal, Que.
 Winnipeg, Man.
 Winnipeg, Man.
 Winnipeg, Man.
 Selkirk, Man.
 Winnipeg, Man.
 Toronto, Ont.
 Toronto, Ont.
 Montreal, Que.
 Halifax, N.S.
 Toronto, Ont.
 Westmount, Que.
 Montreal, Que.
 Toronto, Ont.
 Hamilton, Ont.
 Don Mills, Ont.
 Medicine Hat, Alta.
 Saint John's, Nfld.
 Montreal, Que.
 Ottawa, Ont.
 Toronto, Ont.
 Edmonton, Alta.

Miramichi Hospital
 Miron Company Limited
 Mobil Oil Canada Limited
 Mohawk College of Applied Arts and Technology
 Molson's Brewery Quebec Limited
 Molson's Western Breweries Limited
 City of Moncton, Engineering Department
 Monsanto Canada Limited
 Montreal City Library
 Montreal Engineering Company Limited
 The Montreal Star Company Limited
 Moosehead Breweries Limited
 Robert Morse Corporation Limited
 Morse Chain Division Borg-Warner (Canada) Limited
 Mount Allison University
 Mount Saint Vincent University
 Municipality of Metropolitan Toronto
 The Mutual Life Assurance Company of Canada

Newcastle, N.B.
 Montreal, Que.
 Calgary, Alta.
 Hamilton, Ont.
 Montreal, Que.
 Calgary, Alta.
 Moncton, N.B.
 Montreal, Que.
 Montreal, Que.
 Montreal, Que.
 Montreal, Que.
 Saint John, N.B.
 Montreal, Que.
 Simcoe, Ont.
 Sackville, N.B.
 Halifax, N.S.
 Toronto, Ont.
 Waterloo, Ont.

Napanee Industries Limited
 National Ballet Guild of Canada
 National Council of YMCA's of Canada
 National Drug and Chemical Company of Canada Ltd.
 National Research Council of Canada
 National Rubber Company Limited
 National Trust Company Limited
 Neighbourhood Service Centre of Greater Winnipeg
 N.B. Civil Service Commission
 N.B. Institute of Technology
 N.B. Research and Productivity Council
 N.B. Telephone Company Limited
 Newcastle Board of School Trustees Districts 8 and 9
 Newfoundland College of Trade and Technology
 Newfoundland Fluorspar Limited
 Noranda Mines Limited
 Norfolk General Hospital
 North American Life Assurance Company
 North Battleford School District 1438
 North Battleford School Unit No. 58
 Northern College of Applied Arts and Technology
 Northern Electric Company Limited
 Northern Western Pulp and Power Limited
 Northwest Regional Hospital Council
 North York — The Board of Education for the Borough of
 North York — The Borough of
 Norton Research Corporation of Canada
 Notre Dame University of Nelson, B.C.
 N.S. Agricultural College
 N.S. Civil Service Commission

Napanee, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Montreal, Que.
 Ottawa, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Fredericton, N.B.
 Moncton, N.B.
 Fredericton, N.B.
 Saint John, N.B.
 Newcastle, N.B.
 Saint John's, Nfld.
 Saint John's, Nfld.
 Toronto, Ont.
 Simcoe, Ont.
 Toronto, Ont.
 North Battleford, Sask.
 North Battleford, Sask.
 Timmins, Ont.
 Montreal, Que.
 Hinton, Alta.
 North Battleford, Sask.
 Willowdale, Ont.
 Willowdale, Ont.
 Chippewa, Ont.
 Nelson, B.C.
 Truro, N.S.
 Halifax, N.S.

N.S. Light and Power Company
N.S. Teachers College

Ocean Cement Limited
Ogilvy, Cope, Porteous, Handsard, Mosler, Montgomery and Renault
Ontario Hospital School
The Ontario Institute for Studies in Education
The Ontario Paper Company Limited for the
Quebec North Shore Paper Company
Ontario Research Foundation
Ontario Water Resources Commission
Orenda Limited
Ortho Pharmaceutical (Canada) Ltd.
Oshawa General Hospital
Osler — Haskin and Company
Otis Elevator Company Limited
Ottawa — Collegiate Institute Board of
The Ottawa Public Library

Pacific Petroleum Limited
C.C. Parker and Associates Ltd.
Parke, Davis and Company Limited
Patino Mining Corporation Limited
Peace River School Division No. 10
Pepsi-Cola Canada Limited
Pfizer Company Limited
Pharmacie Leduc
Phillips Cables Limited
Polymer Corporation Limited
Potash Company of America
Power Regulator Company of Canada Limited
Price Waterhouse Company
Prince Albert Holy Family Hospital
Prince Albert Pulp Company Limited
Prince Albert Roman Catholic Separate School District No. 6
Prince George Pulp and Paper Company Limited
Procor Limited
Procter and Gamble Company of Canada Limited
Project Planning Associates Limited
The Prudential Insurance Company of America
Pulp and Paper Research Institute of Canada

RCA Victor Company Limited
Rayonier Canada (B.C.) Limited
Red River Community College
The Research Council of Alberta
Resources Engineering of Canada Limited
Ridgetown College of Agricultural Technology
Rio Algom Mines Limited

Halifax, N.S.
Truro, N.S.

Vancouver, B.C.
Montreal, Que.
Blenheim, Ont.
Toronto, Ont.

Montreal, Que.
Sheridan Park, Ont.
Toronto, Ont.
Toronto, Ont.
Don Mills, Ont.
Oshawa, Ont.
Toronto, Ont.
Hamilton, Ont.
Ottawa, Ont.
Ottawa, Ont.

Calgary, Alta.
Hamilton, Ont.
Brockville, Ont.
Chibougamau, Que.
Peace River, Alta.
Montreal, Que.
Montreal, Que.
Montreal, Que.
Brockville, Ont.
Sarnia, Ont.
Saskatoon, Sask.
Downsview, Ont.
Montreal, Que.
Prince Albert, Sask.
Prince Albert, Sask.
Prince Albert, Sask.
Prince George, B.C.
Oakville, Ont.
Toronto, Ont.
Toronto, Ont.
Toronto, Ont.
Pointe Claire, Que.

Montreal, Que.
Vancouver, B.C.
Winnipeg, Man.
Edmonton, Alta.
Toronto, Ont.
Ridgetown, Ont.
Toronto, Ont.

River East School Division No. 9
 Robertson-Irwin Limited
 Hopital Ste-Elizabeth de Roberval
 Robin Hood Flour Mills Limited
 P.S. Ross and Partners
 Royal Alexandra Hospital
 The Royal Bank of Canada
 Royal Canadian Mounted Police
 Royal Military College
 Royal Roads Military College
 Royal Trust Company

Saint Boniface School Division No. 4
 Saint John Institute of Technology
 Saint John Shipbuilding and Dry Dock Company Limited
 Saint Lawrence College of Applied Arts and Technology
 The Saint Lawrence Seaway Authority
 Saint Mary's University
 Saint Vital School Division No. 6
 Sandwell and Company Limited
 Saskatchewan Government Telephone
 Saskatchewan Hospital
 Saskatchewan Hospital
 Saskatchewan Institute of Applied Arts and Sciences
 Saskatchewan Power Corporation
 Saskatchewan Public Service Commission
 Saskatchewan Technical Institute
 Saskatoon, City of
 Saucier, Jones, Peacock, Black, Gain, Stratton and Laycraft
 Sault Ste. Marie Board of Education
 Sault Ste. Marie and District Group Health Association
 Sault Ste. Marie General Hospital
 Sault Ste. Marie—Plummer Memorial Public Hospital
 Schlumberger of Canada
 Scott Paper Limited
 The House of Seagram Limited
 Seven Oaks School Division No. 10
 The Shawinigan Engineering Company Limited
 Shell Canada Limited
 Sherbrooke Metallurgical Company Limited
 H.A. Simons (International) Limited
 Simplot Chemical Company Limited
 The Robert Simpson Montreal Limited
 Simpson-Sears Limited
 Smith Kline and French Inter-American Corporation
 La Société des Artisans
 Somerville Industries Limited
 Sonoco Limited
 Southern Alberta Institute of Technology

Winnipeg, Man.
 Hamilton, Ont.
 Roberval, Que.
 Montreal, Que.
 Montreal, Que.
 Edmonton, Alta.
 Montreal, Que.
 Ottawa, Ont.
 Kingston, Ont.
 Victoria, B.C.
 Montreal, Que.

Saint Boniface, Man.
 Saint John, N.B.
 Saint John East, N.B.
 Kingston, Ont.
 Cornwall, Ont.
 Halifax, N.S.
 Winnipeg, Man.
 Vancouver, B.C.
 Regina, Sask.
 North Battleford, Sask.
 Weyburn, Sask.
 Saskatoon, Sask.
 Regina, Sask.
 Regina, Sask.
 Moose Jaw, Sask.
 Saskatoon, Sask.
 Calgary, Alta.
 Sault Ste. Marie, Ont.
 Sault Ste. Marie, Ont.
 Sault Ste. Marie, Ont.
 Sault Ste. Marie, Ont.
 Calgary, Alta.
 New Westminster, B.C.
 Montreal, Que.
 Winnipeg, Man.
 Montreal, Que.
 Toronto, Ont.
 Dunnville, Ont.
 Vancouver, B.C.
 Brandon, Man.
 Montreal, Que.
 Toronto, Ont.
 Montreal, Que.
 Montreal, Que.
 London, Ont.
 Brantford, Ont.
 Calgary, Alta.

Spirit River School Division No. 47
 Standard Brands Limited
 Starland School Division No. 30
 Steep Rock Iron Mines Limited
 Steinberg's Limited
 Sun Life Assurance Company of Canada
 Sun Oil Company
 Sunnybrook Hospital
 Sutcliffe Company
 Swan-Valley School Division No. 35
 Swift Canadian Company Limited
 Sylvania Electric Canada Limited
 Syncrude Canada Limited
 Sydney Steel Corporation

Templeton Engineering Company
 Texaco Canada Limited
 Texaco Exploration Company
 Texas Instruments Incorporated
 The Thorne Group Limited
 Thorne, Gunn, Helliwell and Christenson
 Toledo Scale Company of Canada
 The Toronto-Dominion Bank
 The Toronto General Hospital
 Toronto Public Library
 The Toronto Transit Commission
 Toronto Western Hospital
 Touche, Ross, Bailey and Smart
 Trane Company of Canada Limited
 Trans-Canada Pipeline Limited
 Transcona-Springfield School Division No. 12
 The Travellers Insurance Companies
 Trent University
 Trinity Junior College
 Turtleford School Unit No. 65
 G. Tamblyn Limited
 Toronto, Corporation of the City of

Union Carbide Canada Limited
 Union Gas Company of Canada Limited
 Uniroyal Limited
 United Aircraft of Canada Limited
 United Co-operatives of Ontario
 United States Fidelity and Guaranty Company
 University of Guelph
 University of Lethbridge
 The University of New-Brunswick
 University of Saskatchewan
 University of Saskatchewan

Spirit River, Alta.
 Montreal, Que.
 Drumheller, Alta.
 Steep Rock Lake, Ont.
 Montreal, Que.
 Montreal, Que.
 Calgary, Alta.
 Toronto, Ont.
 New Liskeard, Ont.
 Swan River, Man.
 Toronto, Ont.
 Montreal, Que.
 Edmonton, Alta.
 Sydney, N.S.

Winnipeg, Man.
 Montreal, Que.
 Calgary, Alta.
 Richmond Hill, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Windsor, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Montreal, Que.
 Toronto, Ont.
 Toronto, Ont.
 Transcona, Man.
 Toronto, Ont.
 Peterborough, Ont.
 Langley, B.C.
 Turtleford, Sask.
 Willowdale, Ont.
 Toronto, Ont.

Toronto, Ont.
 Chatham, Ont.
 Montreal, Que.
 Longueuil, Que.
 Weston, Ont.
 Toronto, Ont.
 Guelph, Ont.
 Lethbridge, Alta.
 Fredericton, N.B.
 Regina, Sask.
 Saskatoon, Sask.

| | |
|---|-----------------|
| University of Toronto | Toronto, Ont. |
| University of Windsor | Windsor, Ont. |
| The Upjohn Company of Canada | Don Mills, Ont. |
| Vancouver, City of | Vancouver, B.C. |
| Vancouver City College | Vancouver, B.C. |
| The Vancouver Public Library | Vancouver, B.C. |
| County of Vermillion River No. 24 | Kitscoty, Alta. |
| Victoria School Board | Victoria, B.C. |
| Victoria Order of Nurses for Canada | Ottawa, Ont. |
| Welmet Industries Limited | Welland, Ont. |
| Westcoast Transmission | Vancouver, B.C. |
| Western Nuclear Mines Limited | Flin Flon, Man. |
| Westmount Public Library | Montreal, Que. |
| Weyburn School Unit No. 11 | Weyburn, Sask. |
| White Farm Equipment Division of White Farm Motor Corporation | Brantford, Ont. |
| Wilkie School Unit No. 59 | Wilkie, Sask. |
| Windsor Board of Education | Windsor, Ont. |
| Windsor, Corporation of the City of | Windsor, Ont. |
| Windsor Public Library | Windsor, Ont. |
| Winnipeg, The City of | Winnipeg, Man. |
| Winnipeg Municipal Hospital | Winnipeg, Man. |
| Winnipeg Public Library | Winnipeg, Man. |
| The Winnipeg School Division No. 1 | Winnipeg, Man. |
| Winspear, Higgins, Stevenson and Doane | Edmonton, Alta. |
| Wood Gundy Securities Limited | Toronto, Ont. |
| Xerox of Canada Limited | Toronto, Ont. |
| M.S. Yolles Associates Limited | Toronto, Ont. |
| Yorkton Public School District No. 159 | Yorkton, Sask. |
| Yorkton Regional High School | Yorkton, Sask. |
| Yorkton School Unit No. 36 | Yorkton, Sask. |
| Yorkton Separate School District No. 32 | Yorkton, Sask. |
| Young Women's Christian Association | Toronto, Ont. |
| Zeller's Limited | Montreal, Que. |

APPENDIX II

PARTICIPATING STUDENT PLACEMENT OFFICES

| | |
|----------------------|--|
| NEWFOUNDLAND | – Memorial University of Newfoundland, St. John's |
| NOVA SCOTIA | – Acadia University, Wolfville – Dalhousie University, Halifax – Mount St. Vincent University, Halifax – St. Francis Xavier University, Antigonish – St. Mary's University, Halifax |
| PRINCE EDWARD ISLAND | – University of Prince Edward Island, Charlottetown |
| NEW BRUNSWICK | – Université de Moncton, Moncton – Mount Allison University, Sackville |
| QUEBEC | – Ecole de Hautes Etudes Commerciales, Montréal – McGill University, Montreal – Sir George Williams University, Montreal – Université Laval, Québec – Université de Montréal, Montréal – Université de Sherbrooke, Sherbrooke |
| ONTARIO | – University of Guelph, Guelph – McMaster University, Hamilton – University of Ottawa, Ottawa – University of Waterloo, Waterloo – University of Western Ontario, London – University of Windsor, Windsor – York University, Toronto |
| MANITOBA | – Brandon University, Brandon – University of Manitoba, Winnipeg |
| SASKATCHEWAN | – University of Saskatchewan, Regina – University of Saskatchewan, Saskatoon |
| ALBERTA | – University of Alberta, Edmonton – University of Calgary, Calgary |
| BRITISH COLUMBIA | – Notre Dame University, Nelson – Simon Fraser University, Burnaby – University of Victoria, Victoria |

APPENDIX III "A"

DEPARTMENT OF MANPOWER AND IMMIGRATION
Program Development Service

SURVEY OF REQUIREMENTS AND SALARIES NEW GRADUATES OF UNIVERSITIES AND COLLEGES

1970

Name of officer completing questionnaire:

Official title:

Date:

NOTE: Please correct name and/or address, if necessary

The Department of Manpower and Immigration is continuing the salary surveys which have been conducted in the spring each year. The present survey includes all those listed in the Directory of Employers of University Graduates as well as other employers who participated in the survey last year.

Included in the report will be the number of graduates hired from the 1969 graduating class and the average starting salary rates paid to them together with the expected number of hirings from the 1970 class and the relevant average starting salaries.

There was a delay in producing the report on this survey in 1969. To avoid a similar delay this year in sending participating employers basic salary results it has been decided to issue the report in two instalments. A preliminary report containing basic tables of employer requirements and average starting salary rates will be produced in April, shortly after the survey closes on March 13, 1970. The final report should be available a few weeks later.

THE INFORMATION RECEIVED WILL BE TREATED IN STRICT CONFIDENCE AND THE RESULTS WILL NOT ALLOW FOR IDENTIFICATION OF INDIVIDUAL RESPONDENTS.

Your co-operation is greatly appreciated.

SPECIAL NOTE TO EMPLOYERS HIRING TEACHERS

Would school boards enclose their salary schedules and numbers to be hired at each level. If possible record numbers and rates only for graduates with approved teacher certificates.

Direct any correspondence or enquiries to:

C. Courtemanche, Head,
Graduate Requirements Unit,

Tel. 996-2001

or

C.J. Bowie-Reed, Chief,
Professional and Technical Occupations Section,
Manpower Analysis and Information Branch,
Department of Manpower and Immigration,
Ottawa 2, Ontario

Tel. 996-2206

EXPLANATORY NOTES:

- A. EMPLOYERS WHO OFFER RATES FOR SEPARATE DISCIPLINES WITHIN THE FACULTIES OF ARTS, SCIENCE, COMMERCE AND BUSINESS ADMINISTRATION, AND ENGINEERING SHOULD COMPLETE SECTION "A" TO SHOW REQUIREMENTS AND RATES FOR EACH DISCIPLINE.
- B. SECTION "B" SHOULD BE COMPLETED BY EMPLOYERS WHO RECRUIT GRADUATES IN DISCIPLINES OTHER THAN THOSE LISTED IN SECTION "A".
- C. EMPLOYERS WHO RECRUIT GRADUATES FROM A PARTICULAR FACULTY REGARDLESS OF THE DISCIPLINE OF STUDY WITHIN THAT FACULTY CAN INDICATE THEIR REQUIREMENTS BY COMPLETING SECTION "C" INSTEAD OF SECTION "A".
- D. SECTION "D" IS TO BE USED TO INDICATE REQUIREMENTS FOR GRADUATE STUDENTS AT THE DOCTORAL LEVEL.

A. Complete this section if you offer rates for separate disciplines within a faculty

| | | Record here the number of graduates hired from 1968-69 graduating classes and the average monthly starting rate paid to them | | | | | | Record here the number of graduates you will hire from 1969-70 graduating classes and the monthly starting rate you expect to pay | | | | | |
|-----|--|--|--------------|--------------|--------------|--------------|--------------|---|--------------|--------------|--------------|--------------|--------------|
| | | BACHELOR | | | | GRADUATE | | BACHELOR | | | | GRADUATE | |
| | | Pass | | Honours | | Masters | | Pass | | Honours | | Masters | |
| | | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate |
| 001 | Arts: (Pass degree without specialization) | | | | | | | | | | | | |
| 002 | Economics | | | | | | | | | | | | |
| 003 | English language and lit | | | | | | | | | | | | |
| 004 | French language and lit | | | | | | | | | | | | |
| 005 | History | | | | | | | | | | | | |
| 006 | Political science | | | | | | | | | | | | |
| 007 | Psychology | | | | | | | | | | | | |
| 008 | Sociology | | | | | | | | | | | | |
| 009 | Others: | | | | | | | | | | | | |
| 010 | | | | | | | | | | | | | |
| 101 | Science: (Pass degree without specialization) | | | | | | | | | | | | |
| 102 | Biological sciences | | | | | | | | | | | | |
| 103 | Chemistry | | | | | | | | | | | | |
| 104 | Computer Science | | | | | | | | | | | | |
| 105 | Geology | | | | | | | | | | | | |
| 106 | Geophysics | | | | | | | | | | | | |
| 107 | Mathematics | | | | | | | | | | | | |
| 108 | Metallurgy | | | | | | | | | | | | |
| 109 | Physics | | | | | | | | | | | | |
| 110 | Urban and town planning | | | | | | | | | | | | |
| 111 | Others: | | | | | | | | | | | | |
| 112 | | | | | | | | | | | | | |
| 201 | Commerce and Business Administration: Accounting (C.A. articles) | | | | | | | | | | | | |
| 202 | Commerce | | | | | | | | | | | | |
| 203 | Business administration | | | | | | | | | | | | |
| 204 | Others: | | | | | | | | | | | | |
| 205 | | | | | | | | | | | | | |

| | | Record here the number of graduates hired from 1968-69 graduating classes and the average monthly starting rate paid to them | | | | Record here the number of graduates you will hire from 1969-70 graduating classes and the monthly starting rate you expect to pay | | | |
|---------------------|-------------------------|--|-----------------|-----------------|-----------------|---|-----------------|-----------------|-----------------|
| | | BACHELORS | | MASTERS | | BACHELORS | | MASTERS | |
| | | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate |
| A. Continued | | | | | | | | | |
| 301 | ENGINEERING: | | | | | | | | |
| 302 | Chemical | | | | | | | | |
| 303 | Civil | | | | | | | | |
| 304 | Electrical | | | | | | | | |
| 305 | Industrial | | | | | | | | |
| 306 | Mechanical | | | | | | | | |
| 307 | Metallurgical | | | | | | | | |
| 308 | Mining | | | | | | | | |
| 309 | Physics | | | | | | | | |
| 310 | Others | | | | | | | | |
| 311 | | | | | | | | | |

B. Complete this section if you recruit graduates in disciplines other than those listed in Section "A"

| | | | | | | | | | |
|-----|--|--|--|--|--|--|--|--|--|
| 401 | OTHERS: | | | | | | | | |
| | Agriculture | | | | | | | | |
| 402 | Architecture | | | | | | | | |
| 403 | Dentistry | | | | | | | | |
| 404 | Education | | | | | | | | |
| 405 | Forestry | | | | | | | | |
| 406 | Home economics | | | | | | | | |
| 407 | Journalism | | | | | | | | |
| 408 | Law | | | | | | | | |
| 409 | Library science | | | | | | | | |
| 410 | Medicine (M.D.) | | | | | | | | |
| 411 | Nursing (<i>degree only</i>) | | | | | | | | |
| 412 | Pharmacy | | | | | | | | |
| 413 | Physical education | | | | | | | | |
| 414 | Physiotherapy | | | | | | | | |
| 415 | Secretarial science (<i>science</i>) | | | | | | | | |
| 416 | Social work | | | | | | | | |
| 417 | Veterinary medicine | | | | | | | | |
| 418 | Others: | | | | | | | | |
| 419 | | | | | | | | | |

C. Complete this section if your rates are the same for all disciplines in the following faculties:

| | | Record here the number of graduates hired from 1968-69 graduating classes and the average monthly starting rate paid to them | | | | | | Record here the number of graduates you will hire from 1969-70 graduating classes and the monthly starting rate you expect to pay | | | | | |
|-----|--|--|--------------|--------------|--------------|--------------|--------------|---|--------------|--------------|--------------|--------------|--------------|
| | | BACHELOR | | | | GRADUATE | | BACHELOR | | | | GRADUATE | |
| | | Pass | | Honours | | Masters | | Pass | | Honours | | Masters | |
| | | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate | Number hired | Monthly rate |
| 001 | Arts | | | | | | | | | | | | |
| 101 | Science | | | | | | | | | | | | |
| 201 | Commerce and Business Administration | | | | | | | | | | | | |
| 301 | Engineering | | | | | | | | | | | | |

D. Complete this section if you recruit graduates at the Ph.D. level: NOTE: Specify the discipline under the following headings:

| | | Graduates hired from 1968-69 graduating classes and the average monthly starting salary paid to them | | Graduates you will hire from 1969-70 graduating classes and monthly starting salary you expect to pay | |
|-----|------------------------|--|-------------------------------|---|-----------------------|
| | | Number hired | Average monthly starting rate | Number hired | Monthly starting rate |
| 001 | ARTS: | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 101 | SCIENCE: | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 301 | ENGINEERING: | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 501 | OTHERS: | | | | |
| | | | | | |
| | | | | | |

Do you pay different rates to graduates hired

- a) at universities in different parts of the country
b) to work in different parts of the country

Yes No
☐ ☐
☐ ☐

| Indicate the number of universities in each of the five regions to which you sent recruiting teams in: | | Atlantic | Quebec | Ontario | Prairies | Pacific |
|--|--|----------|--------|---------|----------|---------|
| 1968-69 | | | | | | |
| 1969-70 | | | | | | |

COMMENTS:

APPENDIX III "B"

Name of Institution

AVERAGE MONTHLY STARTING SALARIES FOR UNIVERSITY STUDENTS GRADUATING IN 1970

The collection of salary information is essential in the assessment of the university graduate labour market, and is used in the writing of many publications and reports (including the Career Outlook Books). In this questionnaire you should estimate the average starting salaries for the graduates at your university in as many disciplines as possible, together with the number of students employed in each discipline. This salary and employment information should relate to all students on which you can report, and should not be restricted to those placed in employment through the referral procedures of the Student Placement Office. One copy of this questionnaire should be returned to: The Professional and Technical Occupations Section, Program Development Service, Department of Manpower and Immigration, Ottawa 2, Ontario.

| MONTHLY STARTING SALARIES – 1970 GRADUATES | | | | | | | | |
|--|------|---------|------|-----------|------|------|------|--|
| BACHELORS | | | | GRADUATES | | | | |
| PASS | | HONOURS | | MASTER'S | | PH.D | | |
| No. | Rate | No. | Rate | No. | Rate | No. | Rate | |
| ARTS: | | | | | | | | |
| Pass Degree Without Specialization | | | | | | | | |
| Economics | | | | | | | | |
| English Language and Literature | | | | | | | | |
| French Language and Literature | | | | | | | | |
| History | | | | | | | | |
| Political Science | | | | | | | | |
| Psychology | | | | | | | | |
| Sociology | | | | | | | | |
| SCIENCE: | | | | | | | | |
| Pass Degree Without Specialization | | | | | | | | |
| Biological Science | | | | | | | | |
| Chemistry | | | | | | | | |
| Computer Science | | | | | | | | |
| Geology | | | | | | | | |
| Geophysics | | | | | | | | |
| Math | | | | | | | | |
| Metallurgy | | | | | | | | |
| Physics | | | | | | | | |
| Urban and Town Planning | | | | | | | | |
| ENGINEERING: | | | | | | | | |
| Chemical | | | | | | | | |
| Civil | | | | | | | | |
| Electrical | | | | | | | | |
| Industrial | | | | | | | | |
| Mechanical | | | | | | | | |
| Mining | | | | | | | | |
| Physics | | | | | | | | |
| COMMERCE AND BUSINESS ADMIN: | | | | | | | | |
| Accounting | | | | | | | | |
| Commerce & Business Admin. | | | | | | | | |
| C.A. Articles | | | | | | | | |
| OTHERS: | | | | | | | | |
| Agriculture | | | | | | | | |
| Architecture | | | | | | | | |
| Dentistry | | | | | | | | |
| Education | | | | | | | | |
| Forestry | | | | | | | | |
| Home Economics | | | | | | | | |
| Journalism | | | | | | | | |
| Law | | | | | | | | |
| Library Science | | | | | | | | |
| Medicine | | | | | | | | |
| Nursing (degree only) | | | | | | | | |
| Pharmacy | | | | | | | | |
| Physical Education | | | | | | | | |
| Physiotherapy | | | | | | | | |
| Secretarial Science (degree) | | | | | | | | |
| Social Work | | | | | | | | |
| Veterinary Science | | | | | | | | |

Nom de l'établissement.....

TRAITEMENTS INITIAUX MOYENS DE DIPLOMÉS
D'UNIVERSITÉ, PAR MOIS, EN 1970

Le recueilliement des données sur les traitements est essentiel à une juste évaluation du marché des diplômés et à la rédaction de certains rapports et de certaines publications, dont Perspectives de carrières. Vous êtes donc prié d'indiquer dans ce questionnaire les salaires moyens initiaux versés aux diplômés de votre institution dans autant de disciplines que possible, ainsi que le nombre d'étudiants qui ont trouvé de l'emploi dans chaque discipline. Ces données sur le traitement et le genre d'emploi doivent être fournies à l'égard de tous les étudiants au sujet desquels vous pouvez faire un rapport et non uniquement à l'égard de ceux qui ont obtenu de l'emploi par le truchement du Service de placement universitaire, qui présente l'étudiant à l'employeur. Veuillez donc retourner une copie de ce questionnaire à la Section des professions libérales et techniques, Service d'établissement des programmes, Ministère de la Main-d'oeuvre et de l'immigration, Ottawa 2 (Ontario), avant le 20 mars 1970.

| TRAITEMENTS INITIAUX MOYENS – DIPLOMÉS 1970 | | | | | | | | | |
|---|--|-----|---------------------|--|----------|----------|--|-----|---------|
| BACHELIERS | | | | | DIPLOMÉS | | | | |
| SANS SPÉCIALISATION | | No. | AVEC SPÉCIALISATION | | No. | MAÎTRISE | | No. | PH.D. |
| Salaire | | | Salaire | | | Salaire | | | Salaire |
| ARTS: | | | | | | | | | |
| Degré général | | | | | | | | | |
| Economiq | | | | | | | | | |
| Histoire | | | | | | | | | |
| Langues et littérature anglaise | | | | | | | | | |
| Langues et littérature française | | | | | | | | | |
| Psychologie | | | | | | | | | |
| Science politique | | | | | | | | | |
| Sociologie | | | | | | | | | |
| SCIENCES PURES: | | | | | | | | | |
| Degré général | | | | | | | | | |
| Biologie | | | | | | | | | |
| Chimie | | | | | | | | | |
| Géologie | | | | | | | | | |
| Géophysique | | | | | | | | | |
| Informatique | | | | | | | | | |
| Mathématiques | | | | | | | | | |
| Métallurgie | | | | | | | | | |
| Physique | | | | | | | | | |
| Planification urbaine et régionale | | | | | | | | | |
| GÉNIE: | | | | | | | | | |
| Chimique | | | | | | | | | |
| Civil | | | | | | | | | |
| Electrique | | | | | | | | | |
| Industriel | | | | | | | | | |
| Mécanique | | | | | | | | | |
| Minier | | | | | | | | | |
| Physique | | | | | | | | | |
| ADMINISTRATION: | | | | | | | | | |
| Commerce et administration des affaires | | | | | | | | | |
| Comptabilité | | | | | | | | | |
| Comptable stagiaire | | | | | | | | | |
| AUTRES: | | | | | | | | | |
| Agriculture | | | | | | | | | |
| Architecture | | | | | | | | | |
| Art dentaire | | | | | | | | | |
| Bibliothéconomie | | | | | | | | | |
| Droit | | | | | | | | | |
| Education physique | | | | | | | | | |
| Enseignement | | | | | | | | | |
| Foresterie et génie forestier | | | | | | | | | |
| Journalisme | | | | | | | | | |
| Médecine | | | | | | | | | |
| Médecine vétérinaire | | | | | | | | | |
| Pharmacie | | | | | | | | | |
| Physiothérapie | | | | | | | | | |
| Sciences domestiques | | | | | | | | | |
| Sciences infirmières (Nursing) | | | | | | | | | |
| Secrétariat | | | | | | | | | |
| Service social | | | | | | | | | |

REMARKS:

| | | | | | | |
|--|--------|---------|----------|-----------|-----------|-----------|
| Indiquer le nombre d'universités dans chaque des cinq régions, où vous avez envoyé des équipes de recrutement; | | | | | 1968-1969 | 1969-1970 |
| Atlantique | Québec | Ontario | Prairies | Pacifique | | |
| | | | | | | |

a) dans différentes universités à travers le Canada

b) pour travailler dans différentes parties du Canada

| | |
|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> |
| uou | ino |

Offrez-vous des salaires différents pour les diplômes embauchés

| Diplômés que vous recruterez parmi les classes finissantes de 1969-1970 et salaire initial mensuel que vous comptez leur payer | | Moyenne mensuelle du salaire initial que leur a été payé | | Nombre | |
|--|--|--|--|--------------|--|
| Nombre | | Moyenne mensuelle du salaire initial | | Nombre | |
| Salaire initial mensuel | | | | | |
| | | | | ARTS: 001 | |
| | | | | SCENCES: 101 | |
| | | | | GÉNIE: 301 | |
| | | | | AUTRES: 501 | |

D. Remplir cette section si vous recrutez des diplômés au niveau du doctorat: Précisez la discipline sous les rubriques suivantes:

[illegible]

C. Remplir cette section si les salaires sont les mêmes pour toutes les disciplines dans les facultés suivantes;

| | | | | | | | | | |
|---------|---|--|--|--|--|--|--|--|--|
| 419 | Autres: | | | | | | | | |
| 418 | Autres: | | | | | | | | |
| 417 | Médecine vétérinaire | | | | | | | | |
| 416 | Service social | | | | | | | | |
| 415 | Science du secrétariat (<i>grade</i>) | | | | | | | | |
| 414 | Physiothérapie | | | | | | | | |
| 413 | Education physique | | | | | | | | |
| 412 | Pharmacie | | | | | | | | |
| 411 | Sciences infirmières (<i>grade seulement</i>) | | | | | | | | |
| 410 | Médecine (D.M.) | | | | | | | | |
| 409 | Bibliothéconomie | | | | | | | | |
| 408 | Droit | | | | | | | | |
| 407 | Journalisme | | | | | | | | |
| 406 | Sciences domestiques | | | | | | | | |
| 405 | Sciences forestières | | | | | | | | |
| 404 | Education | | | | | | | | |
| 403 | Art dentaire | | | | | | | | |
| 402 | Architecture | | | | | | | | |
| 401 | Agriculture | | | | | | | | |
| Autres: | | | | | | | | | |

B. Remplir cette section si vous recrutez dans des disciplines autres que celles mentionnées à la Section "A"

| | | | | | | | | | |
|----------|-------------------------|---|----------------|----------|----------------|--|----------------|----------|----------------|
| 311 | Autres: | | | | | | | | |
| 310 | Autres: | | | | | | | | |
| 309 | Physique | | | | | | | | |
| 308 | Minier | | | | | | | | |
| 307 | Métallurgique | | | | | | | | |
| 306 | Mécanique | | | | | | | | |
| 305 | Industriel | | | | | | | | |
| 304 | Electrique | | | | | | | | |
| 303 | Civil | | | | | | | | |
| 302 | Chimique | | | | | | | | |
| 301 | Géné: | | | | | | | | |
| A. Suite | | | | | | | | | |
| | | Nombre | Salare mensuel | Nombre | Salare mensuel | Nombre | Salare mensuel | Nombre | Salare mensuel |
| | | Baccalauréat | | Maîtrise | | Baccalauréat | | Maîtrise | |
| | | Inscrire le nombre des diplômés recrutés parmi les classes finissantes de 1968-1969, et la moyenne du salaire mensuel initial qui leur a été payé | | | | Inscrire ici le nombre de diplômés que vous recrutez parmi les classes finissantes de 1969-1970 et le salaire initial mensuel que vous comptez payer | | | |

NOTES EXPLICATIVES:

A. LES EMPLOYEURS QUI OFFRENT DES TAUX POUR DIFFÉRENTES DISCIPLINES DANS LES FACULTÉS DES ARTS, SCIENCE, COMMERCE ET ADMINISTRATION DES AFFAIRES, ET GÉNIE DEVRONT REMPLIR LA SECTION "A" POUR INDICUER LE NOMBRE DE POSTES À POURVOIR ET LES SALAIRES QU'ILS OFFRENT. B. LA SECTION "B" DEVRA ÊTRE REMPLIE PAR LES EMPLOYEURS QUI RECRUTENT DES DIPLÔMÉS DANS LES DISCIPLINES AUTRES QUE CELLES MENTIONNÉES À LA SECTION "A".

C. LES EMPLOYEURS QUI RECRUTENT DES DIPLÔMÉS DANS UNE FACULTÉ QUELLE QUE SOIT LA DISCIPLINE DANS CETTE FACULTÉ DEVRONT REMPLIR LA SECTION "C".

D. LES EMPLOYEURS QUI RECRUTENT DES DIPLÔMÉS AU NIVEAU DU DOCTORAT DEVRONT REMPLIR LA SECTION "D".

A. Remplir cette section si vous offrez des taux différents pour des disciplines différentes.

| Inscrire ici le nombre de diplômés reçus parmi les classes finissantes de 1968-1969, et la moyenne du salaire mensuel initial qui leur a été payé | | | | | | | | | | Inscrire ici le nombre de diplômés que vous recrutez parmi les classes finissantes de 1969-1970 et le salaire mensuel que vous comptez payer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 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| Nombre | | | | | Salaire mensuel | | | | | Nombre | | | | | Salaire mensuel | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 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| 001 | Arts: (Grade général sans spécialisation): | | | | | 002 | Economique | | | | | 003 | Langue et littér. angl. | | | | | 004 | Langue et littér. fr. | | | | | 005 | Histoire | | | | | 006 | Sciences politiques | | | | | 007 | Psychologie | | | | | 008 | Sociologie | | | | | 009 | Autres: | | | | | 010 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 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| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 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| 011 | Sciences: (Grade général sans spécialisation): | | | | | 012 | Sciences biologiques | | | | | 013 | Chimie | | | | | 014 | Informatique | | | | | 015 | Géologie | | | | | 016 | Géophysique | | | | | 017 | Mathématiques | | | | | 018 | Métallurgie | | | | | 019 | Physique | | | | | 020 | Urbanisme | | | | | 021 | Autres | | | | | 022 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 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| 023 | Commerce et administration des affaires: | | | | | 024 | Commerce | | | | | 025 | Administration des affaires | | | | | 026 | Autres: | | | | | 027 | | | | | | 028 | | | | | | 029 | | | | | | 030 | | | | | | 031 | | | | | | 032 | | | | | | 033 | | | | | | 034 | | | | | | 035 | | | | | | 036 | | | | | | 037 | | | | | | 038 | | | | | | 039 | | | | | | 040 | | | | | | 041 | | | | | | 042 | | | | | | 043 | | | | | | 044 | | | | | | 045 | | | | | | 046 | | | | | | 047 | | | | | | 048 | | | | | | 049 | | | | | | 050 | | | | | | 051 | | | | | | 052 | | | | | | 053 | | | | | | 054 | | | | | | 055 | | | | | | 056 | | | | | | 057 | | | | | | 058 | | | | | | 059 | | | | | | 060 | | | | | | 061 | | | | | | 062 | | | | | | 063 | | | | | | 064 | | | | | | 065 | | | | | | 066 | | | | | | 067 | | | | | | 068 | | | | | | 069 | | | | | | 070 | | | | | | 071 | | | | | | 072 | | | | | | 073 | | | | | | 074 | | | | | | 075 | | | | | | 076 | | | | | | 077 | | | | | | 078 | | | | | | 079 | | | | | | 080 | | | | | | 081 | | | | | | 082 | | | | | | 083 | | | | | | 084 | | | | | | 085 | | | | | | 086 | | | | | | 087 | | | | | | 088 | | | | | | 089 | | | | | | 090 | | | | | | 091 | | | | | | 092 | | | | | | 093 | | | | | | 094 | | | | | | 095 | | | | | | 096 | | | | | | 097 | | | | | | 098 | | | | | | 099 | | | | | | 100 | | | | | | 101 | | | | | | 102 | | | | | | 103 | | | | | | 104 | | | | | | 105 | | | | | | 106 | | | | | | 107 | | | | | | 108 | | | | | | 109 | | | | | | 110 | | | | | | 111 | | | | | | 112 | | | | | | 113 | | | | | | 114 | | | | | | 115 | | | | | | 116 | | | | | | 117 | | | | | | 118 | | | | | | 119 | | | | | | 120 | | | | | | 121 | | | | | | 122 | | | | | | 123 | | | | | | 124 | | | | | | 125 | | | | | | 126 | | | | | | 127 | | | | | | 128 | | | | | | 129 | | | | | | 130 | | | | | | 131 | | | | | | 132 | | | | | | 133 | | | | | | 134 | | | | | | 135 | | | | | | 136 | | | | | | 137 | | | | | | 138 | | | | | | 139 | | | | | | 140 | | | | | | 141 | | | | | | 142 | | | | | | 143 | | | | | | 144 | | | | | | 145 | | | | | | 146 | | | | | | 147 | | | | | | 148 | | | | | | 149 | | | | | | 150 | | | | | | 151 | | | | | | 152 | | | | | | 153 | | | | | | 154 | | | | | | 155 | | | | | | 156 | | | | | | 157 | | | | | | 158 | | | | | | 159 | | | | | | 160 | | | | | | 161 | | | | | | 162 | | | | | | 163 | | | | | | 164 | | | | | | 165 | | | | | | 166 | | | | | | 167 | | | | | | 168 | | | | | | 169 | | | | | | 170 | | | | | | 171 | | | | | | 172 | | | | | | 173 | | | | | | 174 | | | | | | 175 | | | | | | 176 | | | | | | 177 | | | | | | 178 | | | | | | 179 | | | | | | 180 | | | | | | 181 | | | | | | 182 | | | | | | 183 | | | | | | 184 | | | | | | 185 | | | | | | 186 | | | | | | 187 | | | | | | 188 | | | | | | 189 | | | | | | 190 | | | | | | 191 | | | | | | 192 | | | | | | 193 | | | | | | 194 | | | | | | 195 | | | | | | 196 | | | | | | 197 | | | | | | 198 | | | | | | 199 | | | | | | 200 | | | | | | 201 | | | | | | 202 | | | | | | 203 | | | | | | 204 | | | | | | 205 | | | | | | 206 | | | | | | 207 | | | | | | 208 | | | | | | 209 | | | | | | 210 | | | | | | 211 | | | | | | 212 | | | | | | 213 | | | | | | 214 | | | | | | 215 | | | | | | 216 | | | | | | 217 | | | | | | 218 | | | | | | 219 | | | | | | 220 | | | | | | 221 | | | | | | 222 | | | | | | 223 | | | | | | 224 | | | | | | 225 | | | | | | 226 | | | | | | 227 | | | | | | 228 | | | | | | 229 | | | | | | 230 | | | | | | 231 | | | | | | 232 | | | | | | 233 | | | | | | 234 | | | | | | 235 | | | | | | 236 | | | | | | 237 | | | | | | 238 | | | | | | 239 | | | | | | 240 | | | | | | 241 | | | | | | 242 | | | | | | 243 | | | | | | 244 | | | | | | 245 | | | | | | 246 | | | | | | 247 | | | | | | 248 | | | | | | 249 | | | | | | 250 | | | | | | 251 | | | | | | 252 | | | | | | 253 | | | | | | 254 | | | | | | 255 | | | | | | 256 | | | | | | 257 | | | | | | 258 | | | | | | 259 | | | | | | 260 | | | | | | 261 | | | | | | 262 | | | | | | 263 | | | | | | 264 | | | | | | 265 | | | | | | 266 | | | | | | 267 | | | | | | 268 | | | | | | 269 | | | | | | 270 | | | | | | 271 | | | | | | 272 | | | | | | 273 | | | | | | 274 | | | | | | 275 | | | | | | 276 | | | | | | 277 | | | | | | 278 | | | | | | 279 | | | | | | 280 | | | | | | 281 | | | | | | 282 | | | | | | 283 | | | | | | 284 | | | | | | 285 | | | | | | 286 | | | | | | 287 | | | | | | 288 | | | | | | 289 | | | | | | 290 | | | | | | 291 | | | | | | 292 | | | | | | 293 | | | | | | 294 | | | | | | 295 | | | | | | 296 | | | | | | 297 | | | | | | 298 | | | | | | 299 | | | | | | 300 | | | | | | 301 | | | | | | 302 | | | | | | 303 | | | | | | 304 | | | | | | 305 | | | | | | 306 | | | | | | 307 | | | | | | 308 | | | | | | 309 | | | | | | 310 | | | | | | 311 | | | | | | 312 | | | | | | 313 | | | | | | 314 | | | | | | 315 | | | | | | 316 | | | | | | 317 | | | | | | 318 | | | | | | 319 | | | | | | 320 | | | | | | 321 | | | | | | 322 | | | | | | 323 | | | | | | 324 | | | | | | 325 | | | | | | 326 | | | | | | 327 | | | | | | 328 | | | | | | 329 | | | | | | 330 | | | | | | 331 | | | | | | 332 | | | | | | 333 | | | | | | 334 | | | | | | 335 | | | | | | 336 | | | | | | 337 | | | | | | 338 | | | | | | 339 | | | | | | 340 | | | | | | 341 | | | | | | 342 | | | | | | 343 | | | | | | 344 | | | | | | 345 | | | | | | 346 | | | | | | 347 | | | | | | 348 | | | | | | 349 | | | | | | 350 | | | | | | 351 | | | | | | 352 | | | | | | 353 | | | | | | 354 | | | | | | 355 | | | | | | 356 | | | | | | 357 | | | | | | 358 | | | | | | 359 | | | | | | 360 | | | | | | 361 | | | | | | 362 | | | | | | 363 | | | | | | 364 | | | | | | 365 | | | | | | 366 | | | | | | 367 | | | | | | 368 | | | | | | 369 | | | | | | 370 | | | | | | 371 | | | | | | 372 | | | | | | 373 | | | | | | 374 | | | | | | 375 | | | | | | 376 | | | | | | 377 | | | | | | 378 | | | | | | 379 | | | | | | 380 | | | | | | 381 | | | | | | 382 | | | | | | 383 | | | | | | 384 | | | | | | 385 | | | | | | 386 | | | | | | 387 | | | | | | 388 | | | | | | 389 | | | | | | 390 | | | | | | 391 | | | | | | 392 | | | | | | 393 | | | | | | 394 | | | | | | 395 | | | | | | 396 | | | | | | 397 | | | | | | 398 | | | | | | 399 | | | | | | 400 | | | | | | 401 | | | | | | 402 | | | | | | 403 | | | | | | 404 | | | | | | 405 | | | | | | 406 | | | | | | 407 | | | | | | 408 | | | | | | 409 | | | | | | 410 | | | | | | 411 | | | | | | 412 | | | | | | 413 | | | | | | 414 | | | | | | 415 | | | | | | 416 | | | | | | 417 | | | | | | 418 | | | | | | 419 | | | | | | 420 | | | | | | 421 | | | | | | 422 | | | | | | 423 | | | | | | 424 | | | | | | 425 | | | | | | 426 | | | | | | 427 | | | | | | 428 | | | | | | 429 | | | | | | 430 | | | | | | 431 | | | | | | 432 | | | | | | 433 | | | | | | 434 | | | | | | 435 | | | | | | 436 | | | | | | 437 | | | | | | 438 | | | | | | 439 | | | | | | 440 | | | | | | 441 | | | | | | 442 | | | | | | 443 | | | | | | 444 | | | | | | 445 | | | | | | 446 | | | | | | 447 | | | | | | 448 | | | | | | 449 | | | | | | 450 | | | | | | 451 | | | | | | 452 | | | | | | 453 | | | | | | 454 | | | | | | 455 | | | | | | 456 | | | | | | 457 | | | | | | 458 | | | | | | 459 | | | | | | 460 | | | | | | 461 | | | | | | 462 | | | | | | 463 | | | | | | 464 | | | | | | 465 | | | | | | 466 | | | | | | 467 | | | | | | 468 | | | | | | 469 | | | | | | 470 | | | | | | 471 | | | | | | 472 | | | | | | 473 | | | | | | 474 | | | | | | 475 | | | | | | 476 | | | | | | 477 | | | | | | 478 | | | | | | 479 | | | | | | 480 | | | | | | 481 | | | | | | 482 | | | | | | 483 | | | | | | 484 | | | | | | 485 | | | | | | 486 | | | | | | 487 | | | | | | 488 | | | | | | 489 | | | | | | 490 | | | | | | 491 | | | | | | 492 | | | | | | 493 | | | | | | 494 | | | | | | 495 | | | | | | 496 | | | | | | 497 | | | | | | 498 | | | | | | 499 | | | | | | 500 | | | | | | 501 | | | | | | 502 | | | | | | 503 | | | | | | 504 | | | | | | 505 | | | | | | 506 | | | | | | 507 | | | | | | 508 | | | | | | 509 | | | | | | 510 | | | | | | 511 | | | | | | 512 | | | | | | 513 | | | | | | 514 | | | | | | 515 | | | | | | 516 | | | | | | 517 | | | | | | 518 | | | | | | 519 | | | | | | 520 | | | | | | 521 | | | | | | 522 | | | | | | 523 | | | | | | 524 | | | | | | 525 | | | | | | 526 | | | | | | 527 | | | | | | 528 | | | | | | 529 | | | | | | 530 | | | | | | 531 | | | | | | 532 | | | | | | 533 | | | | | | 534 | | | | | | 535 | | | | | | 536 | | | | | | 537 | | | | | | 538 | | | | | | 539 | | | | | | 540 | | | | | | 541 | | | | | | 542 | | | | | | 543 | | | | | | 544 | | | | | | 545 | | | | | | 546 | | | | | | 547 | | | | | | 548 | | | | | | 549 | | | | | | 550 | | | | | | 551 | | | | | | 552 | | | | | | 553 | | | | | | 554 | | | | | | 555 | | | | | | 556 | | | | | | 557 | | | | | | 558 | | | | | | 559 | | | | | | 560 | | | | | | 561 | | | | | | 562 | | | | | | 563 | | | | | | 564 | | | | | | 565 | | | | | | 566 | | | | | | 567 | | | | | | 568 | | | | | | 569 | | | | | | 570 | | | | | | 571 | | | | | | 572 | | | | | | 573 | | | | | | 574 | | | | | | 575 | | | | | | 576 | | | | | | 577 | | | | | | 578 | | | | | | 579 | | | | | | 580 | | | | | | 581 | | | | | | 582 | | | | | | 583 | | | | | | 584 | | | | | | 585 | | | | | | 586 | | | | | | 587 | | | | | | 588 | | | | | | 589 | | | | | | 590 | | | | | | 591 | | | | | | 592 | | | | | | 593 | | | | | | 594 | | | | | | 595 | | | | | | 596 | | | | | | 597 | | | | | | 598 | | | | | | 599 | | | | | | 600 | | | | | | 601 | | | | | | 602 | | | | | | 603 | | | | | | 604 | | | | | | 605 | | | | | | 606 | | | | | | 607 | | | | | | 608 | | | | | | 609 | | | | | | 610 | | | | | | 611 | | | | | | 612 | | | | | | 613 | | | | | | 614 | | | | | | 615 | | | | | | 616 | | | | | | 617 | | | | | | 618 | | | | | | 619 | | | | | | 620 | | | | | | 621 | | | | | | 622 | | | | | | 623 | | | | | | 624 | | | | | | 625 | | | | | | 626 | | | | | | 627 | | | | | | 628 | | | | | | 629 | | | | | | 630 | | | | | | 631 | | | | | | 632 | | | | | | 633 | | | | | | 634 | | | | | | 635 | | | | | | 636 | | | | | | 637 | | | | | | 638 | | | | | | 639 | | | | | | 640 | | | | | | 641 | | | | | | 642 | | | | | | 643 | | | | | | 644 | | | | | | 645 | | | | | | 646 | | | | | | 647 | | | | | | 648 | | | | | | 649 | | | | | | 650 | | | | | | 651 | | | | | | 652 | | | | | | 653 | | | | | | 654 | | | | | | 655 | | | | | | 656 | | | | | | 657 | | | | | | 658 | | | | | | 659 | | | | | | 660 | | | | | | 661 | | | | | | 662 | | | | | | 663 | | | | | | 664 | | | | | | 665 | | | | | | 666 | | | | | | 667 | | | | | | 668 | | | | | | 669 | | | | | | 670 | | | | | | 671 | | | | | | 672 | | | | | | 673 | | | | | | 674 | | | | | | 675 | | | | | | 676 | | | | | | 677 | | | | | | 678 | | | | | | 679 | | | | | | 680 | | | | | | 681 | | | | | | 682 | | | | | | 683 | | | | | | 684 | | | | | | 685 | | | | | | 686 | | | | | | 687 | | | | | | 688 | | | | | | 689 | | | | | | 690 | | | | | | 691 | | | | | | 692 | | | | | | 693 | | | | | | 694 | | | | | | 695 | | | | | | 696 | | | | | | 697 | | | | | | 698 | | | | | | 699 | | | | | | 700 | | | | | | 701 | | | | | | 702 | | | | | | 703 | | | | | | 704 | | | | | | 705 | | | | | | 706 | | | | | | 707 | | | | | | 708 | | | | | | 709 | | | | | | 710 | | | | | | 711 | | | | | | 712 | | | | | | 713 | | | | | | 714 | | | | | | 715 | | | | | | 716 | | | | | | 717 | | | | | | 718 | | | | | | 719 | | | | | | 720 | | | | | | 721 | | | | | | 722 | | | | | | 723 | | | | | | 724 | | | | | | 725 | | | | | | 726 | | | | | | 727 | | | | | | 728 | | | | | | 729 | | | | | | 730 | | | | | | 731 | | | | | | 732 | | | | | | 733 | | | | | | 734 | | | | | | 735 | | | | | | 736 | | | | | | 737 | | | | | | 738 | | | | | | 739 | | | | | | 740 | | | | | | 741 | | | | | | 742 | | | | | | 743 | | | | | | 744 | | | | | | 745 | | | | | | 746 | | | | | | 747 | | | | | | 748 | | | | | | 749 | | | | | | 750 | | | | | | 751 | | | | | | 752 | | | | | | 753 | | | | | | 754 | | | | | | 755 | | | | | | 756 | | | | | | 757 | | | | | | 758 | | | | | | 759 | | | | | | 760 | | | | | | 761 | | | | | | 762 | | | | | | 763 | | | | | | 764 | | | | | | 765 | | | | | | 766 | | | | | | 767 | | | | | | 768 | | | | | | 769 | | | | | | 770 | | | | | | 771 | | | | | | 772 | | | | | | 773 | | | | | | 774 | | | | | | 775 | | | | | | 776 | | | | | | 777 | | | | | | 778 | | | | | | 779 | | | | | | 780 | | | | | | 781 | | | | | | 782 | | | | | | 783 | | | | | | 784 | | | | | | 785 | | | | | | 786 | | | | | | 787 | | | | | | 788 | | | | | | 789 | | | | | | 790 | | | | | | 791 | | | | | | 792 | | | | | | 793 | | | | | | 794 | | | | | | 795 | | | | | | 796 | | | | | | 797 | | | | | | 798 | | | | | | 799 | | | | | | 800 | | | | | | 801 |

ENQUÊTE SUR LA DEMANDE ET LES SALAIRES
NOUVEAUX DIPLOMÉS D'UNIVERSITÉS ET DE COLLÈGES

1970

| | |
|---|--|
| Nom de celui qui répond au questionnaire: | |
| Titre officiel: | |
| Date: | |

A VIS: Veuillez, au besoin, recopier le nom et/ou l'adresse.

Le ministère de la Main-d'oeuvre et de l'Immigration poursuit l'enquête sur les salaires qui est entreprise au printemps de chaque année. La présente enquête comprendra tous les employés inclus dans l'Annuaire des employés de diplômés d'universités ainsi que les employés qui ont participé à l'enquête de l'année précédente.

Le nombre des diplômés embauchés parmi les classes finissantes de 1969, les taux de salaire qui leur sont versés, ainsi que le nombre qui seront recrutés parmi les finissants de 1970 et le salaire de début qui leur sera versé seront inclus dans le rapport.

Afin d'éviter le retard de l'année dernière à transmettre les résultats de l'enquête, nous avons décidé de publier le prochain rapport en deux parties. Un rapport préliminaire comprenant certains tableaux élémentaires sera publié en avril peu après la fin de l'enquête le 13 mars, 1970 et le rapport final quelques semaines plus tard.

LES RENSEIGNEMENTS QUE NOUS RECEVRONS SERONT CONSIDÉRÉS COMME STRICTEMENT CONFIDENTIELS ET LES RÉSULTATS NE PERMETTRONT PAS D'IDENTIFIER LES RÉPONDANTS.

AVIS SPÉCIAL AUX EMPLOYEURS QUI ENGAGENT DES ENSEIGNANTS:

Nous demandons aux commissions scolaires de bien vouloir inclure leurs barèmes de salaires et le nombre de personnes à engager à chaque niveau. Si possible, inscrire le nombre et le salaire seulement pour les diplômés qui détiennent des brevets d'enseignements.

Adresser toute correspondance ou demande de renseignements à:

C. Courtemanche, Chef de service,
Service des besoins en diplômés

ou

C.J. Bowie-Reed, Chef,
Section des professions libérales et techniques,
Direction de l'analyse du marché du travail,
Ministère de la Main-d'oeuvre et de l'Immigration,
Ottawa 2, Ontario.

Tél. 996-2206

APPENDICE II

BUREAU DE PLACEMENT UNIVERSITAIRES PARTICIPANTS

| | |
|-----------------------|---|
| TERRE-NEUVE | — Memorial University of Newfoundland, St. John's |
| NOUVELLE-ÉCOSSE | — Université Acadia, Wolfville — Université Dalhousie, Halifax — Université Mount St. Vincent, Halifax — Université St-Francis Xavier, Antigonish — Université St. Mary's, Halifax |
| ÎLE-DU-PRINCE-ÉDOUARD | — Université de l'Île-du-Prince-Édouard, Charlottetown |
| QUÉBEC | — École des Hautes Études Commerciales, Montréal — Université Mc Gill, Montréal — Université Sir George Williams, Montréal — Université Laval, Québec — Université de Montréal, Montréal — Université de Sherbrooke, Sherbrooke |
| ONTARIO | — Université de Guelph, Guelph — Université McMaster, Hamilton — Université d'Ottawa, Ottawa — Université de Waterloo, Waterloo — Université de Western Ontario, London — Université de Windsor, Windsor — Université York, Toronto |
| MANITOBA | — Université de Brandon, Brandon — Université du Manitoba, Winnipeg |
| SASKATCHEWAN | — Université de la Saskatchewan, Regina — Université de la Saskatchewan, Saskatoon |
| ALBERTA | — Université d'Alberta, Edmonton — Université de Calgary, Calgary |
| COLOMBIE-BRITANNIQUE | — Université Notre-Dame, Nelson — Université Simon Fraser, Burnaby — Université de Victoria, Victoria |

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|---|--|
| Vancouver, Ville de | |
| Vancouver City College | |
| The Vancouver Public Library | |
| Country of Vermillion River No. 24 | |
| Victoria School Board | |
| Victoria Order of Nurses for Canada | |
| Voie maritime du St-Laurent, Administration de la | |
| Weimet Industries Limited | |
| Westcoast Transmission | |
| Western Nuclear Mines Limited | |
| Westmount Public Library | |
| Weyburn School Unit No. 11 | |
| White Farm Equipment Division of White Farm Motor Corporation | |
| Willkie School Unit No. 59 | |
| Windsor Board of Education | |
| Windsor, Corporation de la ville de | |
| Windsor Public Library | |
| Winnipeg, Ville de | |
| Winnipeg Municipal Hospital | |
| Winnipeg Public Library | |
| The Winnipeg School Division No. 1 | |
| Winspear, Higgins, Stevenson and Doane | |
| Wood Gundy Securities Limited | |
| Xerox of Canada Limited | |
| M.S. Volles Associates Limited | |
| Yorkton Public School District No. 159 | |
| Yorkton Regional High School | |
| Yorkton School Unit No. 36 | |
| Yorkton Separate School District No. 32 | |
| Young Women's Christian Associa | |
| Zeller's Limited | |
| Montréal, Qué. | |
| Toronto, Ont. | |
| Yorkton, Sask. | |
| Yorkton, Sask. | |
| Yorkton, Sask. | |
| Toronto, Ont. | |
| Toronto, Ont. | |
| Edmonton, Alta. | |
| Winnipeg, Man. | |
| Winnipeg, Man. | |
| Winnipeg, Man. | |
| Windsor, Ont. | |
| Windsor, Ont. | |
| Windsor, Ont. | |
| Willkie, Sask. | |
| Brantford, Ont. | |
| Weyburn, Sask. | |
| Montréal, Qué. | |
| Flin Flon, Man. | |
| Vancouver, C.-B. | |
| Welland, Ont. | |
| Vancouver, C.-B. | |
| Vancouver, C.-B. | |
| Kitscoty, Alta. | |
| Victoria, C.-B. | |
| Ottawa, Ont. | |
| Cornwall, Ont. | |

Sunnybrook Hospital
 Sutccliffe Company
 Swan-Valley School Division No. 35
 Swift Canadian Company Limited
 Sylvia Electric Canada Limited
 Synchrude Canada Limited
 Sydney Steel Corporation
 Templeton Engineering Company
 Texaco Canada Limited
 Texaco Exploration Company
 Texas Instruments Incorporated
 The Thorne Group Limited
 Thorne, Gunn, Helliwell and Christenson
 Toledo Scale Company of Canada
 The Toronto-Dominion Bank
 The Toronto General Hospital
 The Toronto Public Library
 The Toronto Transit Commission
 Toronto Western Hospital
 Touche, Ross, Bailey and Smart
 Trane Company of Canada Limited
 Trans Canada Pipeline Limited
 Transcona-Springfield School Division No. 12
 The Travellers Insurance Companies
 Trent University
 Trinity Junior College
 Turtleford School Unit No. 65
 G. Tamblyn Limited
 Toronto, Corporation de la ville de
 Union Carbide Canada Limited
 Union Gas Company of Canada Limited
 Uniroyal Limited
 United Aircraft of Canada Limited
 United Co-operatives of Ontario
 United States Fidelity and Guaranty Company
 Université Dalhousie
 Université Laurentienne de Sudbury
 Université Mc Master
 Université Notre-Dame de Nelson
 Université de Guelph
 Université de Lethbridge
 Université de Toronto
 Université de Windsor
 Université de la Saskatchewan
 Université du Nouveau-Brunswick
 The Upjohn Company of Canada
 Toronto, Ont.
 New Liskeard, Ont.
 Swan River, Man.
 Toronto, Ont.
 Montréal, Qué.
 Calgary, Alta.
 Richmond Hill, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Thorne, Gunn, Helliwell and Christenson
 Toledo Scale Company of Canada
 The Toronto-Dominion Bank
 The Toronto General Hospital
 The Toronto Public Library
 The Toronto Transit Commission
 Toronto Western Hospital
 Touche, Ross, Bailey and Smart
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 Trans Canada Pipeline Limited
 Transcona-Springfield School Division No. 12
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 Union Gas Company of Canada Limited
 Uniroyal Limited
 United Aircraft of Canada Limited
 United Co-operatives of Ontario
 United States Fidelity and Guaranty Company
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 Université Laurentienne de Sudbury
 Université Mc Master
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 Université de Guelph
 Université de Lethbridge
 Université de Toronto
 Université de Windsor
 Université de la Saskatchewan
 Université du Nouveau-Brunswick
 The Upjohn Company of Canada
 Winnipeg, Man.
 Montréal, Qué.
 Calgary, Alta.
 Richmond Hill, Ont.
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 Windsor, Ont.
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 Montréal, Qué.
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 Transcona, Man.
 Toronto, Ont.
 Peterborough, Ont.
 Langley, C.-B.
 Turtleford, Sask.
 Willowdale, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Chatham, Ont.
 Montréal, Qué.
 Longueuil, Qué.
 Weston, Ont.
 Toronto, Ont.
 Halifax, N.-É.
 Sudbury, Ont.
 Hamilton, Ont.
 Nelson, C.-B.
 Guelph, Ont.
 Lethbridge, Alta.
 Toronto, Ont.
 Windsor, Ont.
 Regina, Sask.
 Saskatoon, Sask.
 Fredericton, N.-B.
 Don Mills, Ont.

- Saint Lawrence College of Applied Arts and Technology
 Saint Mary's University
 Saint Vital School Division No. 6
 Sandwell and Company Limited
 Saskatchewan Government Telephone
 Saskatchewan Hospital
 Saskatchewan Hospital
 Saskatchewan Institute of Applied Arts and Sciences
 Saskatchewan Power Corporation
 Saskatchewan Public Service Commission
 Saskatchewan Technical Institute
 Saskatoon, Ville de
 Saucier, Jones, Peacock, Black, Stratton and Laycraft
 Sault-Ste-Marie Board of Education
 Sault-Ste-Marie and District Group Health Association
 Sault-Ste-Marie General Hospital
 Sault-Ste-Marie Plummer Memorial Public Hospital
 Schlumberger of Canada
 Scott Paper Limited
 The House of Seagram Limited
 Seven Oaks School Division No. 10
 The Shawinigan Engineering Company Limited
 Shell Canada Limited
 Sherbrooke Metallurgical Company Limited
 H.A. Simons (International) Limited
 Simplot Chemical Company Limited
 The Robert Simpson Montreal Limited
 Simpson-Sears Limited
 Smith Kline and French Inter-American Corporation
 La Société centrale d'hypothèque et de logement
 La Société de l'aide à l'enfance de Hamilton-Wentworth
 La Société de l'aide à l'enfance du Manitoba central
 La Société de l'aide à l'enfance de l'Est du Manitoba
 La Société de l'aide à l'enfance de l'Est d'Ottawa
 La Société de l'aide à l'enfance du Comité de Renfrew
 La Société de l'aide à l'enfance de Stormont, Dundas & Glenagary
 La Société de l'aide à l'enfance de Toronto Métropolitain
 La Société de l'aide à l'enfance de Winnipeg
 La Société des Artisans
 Société Radio-Canada
 Somerville Industries Limited
 Sonoco Limited
 Southern Alberta Institute of Technology
 Spirit River School Division No. 47
 Standard Brands Limited
 Starland School Division No. 30
 Steep Rock Iron Mines Limited
 Steinberg's Limited
 Sun Life Assurance Company of Canada
 Sun Oil Company
- Kingston, Ont.
 Halifax, N.E.
 Winnipeg, Man.
 Vancouver, C.-B.
 Regina, Sask.
 North Battleford, Sask.
 Weyburn, Sask.
 Saskatoon, Sask.
 Regina, Sask.
 Regina, Sask.
 Moose Jaw, Sask.
 Saskatoon, Sask.
 Calgary, Alta.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Calgary, Alta.
 New Westminster, C.-B.
 Montréal, Qué.
 Winnipeg, Man.
 Montréal, Qué.
 The Shawinigan Engineering Company Limited
 Shell Canada Limited
 Sherbrooke Metallurgical Company Limited
 H.A. Simons (International) Limited
 Simplot Chemical Company Limited
 The Robert Simpson Montreal Limited
 Simpson-Sears Limited
 Smith Kline and French Inter-American Corporation
 La Société centrale d'hypothèque et de logement
 La Société de l'aide à l'enfance de Hamilton-Wentworth
 La Société de l'aide à l'enfance du Manitoba central
 La Société de l'aide à l'enfance de l'Est du Manitoba
 La Société de l'aide à l'enfance de l'Est d'Ottawa
 La Société de l'aide à l'enfance du Comité de Renfrew
 La Société de l'aide à l'enfance de Stormont, Dundas & Glenagary
 La Société de l'aide à l'enfance de Toronto Métropolitain
 La Société de l'aide à l'enfance de Winnipeg
 La Société des Artisans
 Société Radio-Canada
 Somerville Industries Limited
 Sonoco Limited
 Southern Alberta Institute of Technology
 Spirit River School Division No. 47
 Standard Brands Limited
 Starland School Division No. 30
 Steep Rock Iron Mines Limited
 Steinberg's Limited
 Sun Life Assurance Company of Canada
 Sun Oil Company
- Calgary, Alta.
 Montréal, Qué.
 Montréal, Qué.
 Steep Rock Lake, Ont.
 Drumheller, Alta.
 Montréal, Qué.
 Spirit River, Alta.
 Calgary, Alta.
 Brantford, Ont.
 London, Ont.
 Ottawa, Ont.
 Montréal, Qué.
 Winnipeg, Man.
 Toronto, Ont.
 Cornwall, Ont.
 Pembroke, Ont.
 Ottawa, Ont.
 St. Boniface, Man.
 Portage la Prairie, Man.
 Hamilton, Ont.
 Ottawa, Ont.
 Montréal, Qué.
 Toronto, Ont.
 Montréal, Qué.
 Brandon, Man.
 Vancouver, C.-B.
 Dunnville, Ont.
 Toronto, Ont.
 Montréal, Qué.
 Winnipeg, Man.
 Montréal, Qué.
 New Westminster, C.-B.
 Calgary, Alta.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Sault-Ste-Marie, Ont.
 Calgary, Alta.
 Saskatoon, Sask.
 Moose Jaw, Sask.
 Regina, Sask.
 Regina, Sask.
 Saskatoon, Sask.
 Weyburn, Sask.
 North Battleford, Sask.
 Regina, Sask.
 Vancouver, C.-B.
 Winnipeg, Man.
 Halifax, N.E.
 Kingston, Ont.

Osler – Haskin and Company
 Otis Elevator Company Limited
 Ottawa – Collegiate Institute Board of
 Pacific Petroleum Limited
 C.C. Parker and Associates Ltd.
 Parke, Davis and Company Limited
 Patino Mining Corporation Limited
 Peace River School Division No. 10
 Pepsi Cola Canada Limited
 Pfizer Company Limited
 Pharmacie Leduc
 Phillips Cables Limited
 Polymer Corporation Limited
 Potash Company of America
 Power Regulator Company of Canada Limited
 Price Waterhouse Company
 Prince Albert Holy Family Hospital
 Prince Albert Pulp Company Limited
 Prince Albert Roman Catholic
 Separate School District No. 6
 Prince George Pulp and Paper Company Limited
 Procor Limited
 Procter and Gamble Company of Canada Limited
 Procter and Gamble Company of Canada Limited
 Project Planning Associates Ltd.
 The Prudential Insurance Company of America
 Pulp and Paper Research Institute of Canada
 RCA Victor Company Limited
 Rayonier Canada (B.C.) Limited
 Red River Community College
 The Research Council of Alberta
 Resources Engineering of Canada Limited
 Ridgetown College of Agricultural Technology
 Rio Algom Mines Limited
 River East School Division No. 9
 Robertson-Irwin Limited
 Hôpital Ste-Elizabeth de Roberval
 Robin Hood Flour Mills Limited
 P. S. Ross and Partners
 Royal Alexandra Hospital
 Royal Military College
 Royal Roads Military College
 Royal Trust Company
 Saint Boniface School Division No. 4
 Saint John Institute of Technology
 Saint John Shipbuilding and Dry Dock Company Limited
 Saint-Boniface, Man.
 Saint Jean, N.-B.
 Saint Jean Est, N.-B.
 Toronto, Ont.
 Hamilton, Ont.
 Ottawa, Ont.
 Calgary, Alta.
 Hamilton, Ont.
 Brockville, Ont.
 Chibougamau, Qué.
 Peace River, Alta.
 Montréal, Qué.
 Montréal, Qué.
 Montréal, Qué.
 Brockville, Ont.
 Sarnia, Ont.
 Saskatoon, Sask.
 Downsview, Ont.
 Montréal, Qué.
 Prince Albert, Sask.
 Prince Albert, Sask.
 Prince George, C.-B.
 Oakville, Ont.
 Toronto, Ont.
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 Edmonton, Alta.
 Toronto, Ont.
 Ridgetown, Ont.
 Winnipeg, Man.
 Hamilton, Ont.
 Roberval, Qué.
 Montréal, Qué.
 Montréal, Qué.
 Edmonton, Alta.
 Kingston, Ont.
 Victoria, C.-B.
 Montréal, Qué.

- The Montreal Star Company Limited
Moosehead Breweries Limited
Robert Morse Corporation Limited
Morse (Chain Division Borg-Warner (Canada) Limited
Mount Allison University
Mount Saint Vincent University
Municipality of Metropolitan Toronto
The Mutual Life Assurance Company of Canada
Napanea Industries Limited
National Ballet Guild of Canada
National Council of YMCAs of Canada
National Drug and Chemical Company of Canada Ltd.
National Rubber Company Limited
National Trust Company Limited
Neighbourhood Service Centre of Greater Winnipeg
N.B. Institute of Technology
N.B. Research and Productivity Council
N.B. Telephone Company Limited
Newcastle Board of School Trustees Districts 8 and 9
Newfoundland and College of Trade and Technology
Newfoundland and Fluorspar Limited
Noranda Mines Limited
Norfolk General Hospital
North American Life Assurance Company
North Battleford School District 1438
North Battleford School Unit No 58
Northern College of Applied Arts and Technology
Northern Electric Co. Ltd.
Northern Western Pulp and Power Limited
Northwest Regional Hospital Council
North York — The Board of Education for the Borough of
North York — The Borough of
Norton Research Corporation of Canada
N.S. Agricultural College
N.S. Light and Power Company
N.S. Teachers College
Ocean Cement Limited
Ogilvy, Cope, Porteous, Handsard, Mosler, Montgomery and Renault
Ontario Hospital School
The Ontario Institute for Studies in Education
The Ontario Paper Company Limited for the Quebec North Shore
Paper Company
Ontario Research Foundation
Ontario Water Resources Commission
Orenda Limited
Ortho Pharmaceutical (Canada) Ltd.
Oshawa General Hospital
Oshawa, Ont.
Don Mills, Ont.
Toronto, Ont.
Toronto, Ont.
Sheridan Park, Ont.
Montréal, Qué.
Vancouver, C.-B.
Montréal, Qué.
Saint-Jean, N.-B.
Montréal, Qué.
Simcoe, Ont.
Sackville, N.-B.
Halifax, N.-E.
Toronto, Ont.
Waterloo, Ont.
Napanea, Ont.
Toronto, Ont.
Toronto, Ont.
Montréal, Qué.
Toronto, Ont.
Toronto, Ont.
Winnipeg, Man.
Moncton, N.-B.
Fredericton, N.-B.
Saint Jean, N.-B.
Newcastle, N.-B.
Saint John's, T.-N.
Saint John's, T.-N.
Toronto, Ont.
North Battleford, Sask.
North Battleford, Sask.
Timmins, Ont.
Montréal, Qué.
Hinton, Alta.
North Battleford, Sask.
Willowdale, Ont.
Willowdale, Ont.
Chippewa, Ont.
Truro, N.-E.
Halifax, N.-E.
Truro, N.-E.

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| Kruger Pulp and Paper Limited | Montreal, Qué. |
| John Labatt Limitee | |
| The Lakehead Board of Education | London, Ont. |
| Lakehead University | Thunder Bay, Ont. |
| Lakehead Secondary School | Thunder Bay, Ont. |
| Lever Brothers Limited | Kenora, Ont. |
| Lighting Fasterner Company Ltd. | Toronto, Ont. |
| Lignosol Chemical Ltd. Division Dryden Chemicals | St. Catharines, Ont. |
| Litton Systems (Canada) Limited | Québec, Qué. |
| Lloydminster Public School District No. 60 | Rexdale, Ont. |
| M. Loeb Limited | Lloydminster, Sask. |
| London Board of Education (Secondary School) | Ottawa, Ont. |
| London Life Insurance Company | London, Ont. |
| Long Manufacturing Division Borg-Warner (Canada) Ltd. | London, Ont. |
| Lunenbourg, Board of School Commissioners | Oakville, Ont. |
| | Lunenbourg, N.-E. |
| James F. MacLaren Limited | Toronto, Ont. |
| MacLean Hunter Limited | Toronto, Ont. |
| Mac Millan Bloedel Limited | Toronto, Ont. |
| Macy's Drug Store Registered | Vancouver, C.-B. |
| Malcom Construction Company Limited | Montreal, Qué. |
| Manitoba — Government of | Winnipeg, Man. |
| Manitoba Hydro | Winnipeg, Man. |
| Manitoba Rolling Mills, Division of Dominion Bridge Co. Ltd. | Winnipeg, Man. |
| Manitoba Telephone System | Selkirk, Man. |
| The Manufacturers Life Insurance Company | Winnipeg, Man. |
| Marami, Rounthwaite and Dick, Architects | Toronto, Ont. |
| Marine Industries Limited | Toronto, Ont. |
| Maritime Telegraph and Telephone Company Limited | Toronto, Ont. |
| Massey — Ferguson Limited | Halifax, N.-E. |
| Massey — Ferguson Limited | Toronto, Ont. |
| Robert Mc Alpine Limited | Westmount, Qué. |
| Mc Donald, Currie and Company | Montreal, Qué. |
| Mc Graw — Edison of Canada | Toronto, Ont. |
| Mc Namara Engineering Limited | Don Mills, Ont. |
| Medicine Hat College | Medicine Hat, Alta. |
| Memorial University of Newfoundland | Saint John's, T.-N. |
| The Mercantile Bank of Canada | Montreal, Qué. |
| Metropolitan Life Insurance Company | Ottawa, Ont. |
| Midland — Osler Securities Limited | Toronto, Ont. |
| Milner and Steer | Edmonton, Alta. |
| Miramichi Hospital | Newcastle, N.-B. |
| Miron Company Limited | Montreal, Qué. |
| Mobil Oil Canada Limited | Calgary, Alta. |
| Mohawk College of Applied Arts and Technology | Hamilton, Ont. |
| Molson's Brewery Quebec Limited | Montreal, Qué. |
| Molson's Western Breweries Limited | Calgary, Alta. |
| City of Moncton, Engineering Department | Moncton, N.-B. |
| Monsanto Canada Limited | Montreal, Qué. |
| Engineering Company Limited | Montreal, Qué. |

- The Hamilton Health Association
Hamilton Public Library
H.J. Heinz Company of Canada Limited
High Prairie, R.C. Separate School Board District No. 56
Hoffman — La Roche Limited
Hollinger Consolidated Gold Mines Limited
Home Oil Company
Honeywell Controls Limited
Hooker Chemicals Limited
Frank W. Horner Limited
The Hospital for Sick Children
C.D. Howe Company Limited
Hudson Bay Mining and Smelting Company Limited
Hudson's Bay Company
Hudson's Bay Oil and Gas Company Limited
Husky Oil Limited
Hydro-Québec
I.T.E. Circuit Breaker (Canada) Limited
Imperial Oil Limited
Imperial Tobacco Company of Canada Ltd.
Industrial Acceptance Corporation Limited
Industrial Development Bank
John Inglis Company Limited
IBM Company Limited
International Harvester Company of Canada Limited
The International Nickel Company of Canada Limited
Interprovincial Pipeline Company
Iron Ore Company of Canada
Irving Pulp and Paper Company Ltd.
Irving Refining Limited
Jeffrey Manufacturing Company Limited
John Howard and Elizabeth Fry Society of Manitoba
S.C. Johnson and Son Limited
Kamloops Pulp and Paper Company Limited
Kamloops School District No. 24
Kates, Peat, Marwick and Company
Keewatin Community College
Kellogg Company of Canada Limited
Kemptville College of Agricultural Technology
Peter Kiewit and Sons Company of Canada Limited
Kimberly — Clark of Canada Limited
Kingston General Hospital
Kitchener Public Library
Koehring — Watrous Limited
Kraft Foods Limited
Kamloops, C.-B.
Kamloops, C.-B.
Kamloops, C.-B.
Toronto, Ont.
The Pas, Man.
London, Ont.
Kemptville, Ont.
Vancouver, C.-B.
Toronto, Ont.
Kingston, Ont.
Kitchener, Ont.
Brantford, Ont.
Montréal, Qué.
Hamilton, Ont.
Hamilton, Ont.
Leamington, Ont.
High Prairie, Alta.
Montréal, Qué.
Timmins, Ont.
Calgary, Alta.
Scarborough, Ont.
North Vancouver, C.-B.
Montréal, Qué.
Toronto, Ont.
Montréal, Qué.
Montréal, Qué.
Montréal, Qué.
Toronto, Ont.
Don Mills, Ont.
Hamilton, Ont.
Toronto, Ont.
Edmonton, Alta.
Sept-Îles, Qué.
Saint-Jean-Quest, N.-B.
Saint-Jean-Est, N.-B.
Montréal, Qué.
Winnipeg, Man.
Brantford, Ont.

| | |
|---|-----------------------|
| Edmonton — The City of | Edmonton, Alta. |
| Edmonton Public Library | Edmonton, Alta. |
| Edmonton Public School Board | Edmonton, Alta. |
| Eldorado Nuclear Limited | Eldorado, Sask. |
| Electrohome Limited | Kitchener, Ont. |
| Electrolux (Canada) Limited | Montréal, Qué. |
| Electronic Systems Personnel (Canada) Limited | Montréal, Qué. |
| Eli Lilly and Company (Canada) Limited | Toronto, Ont. |
| Elliot Lake Centre for Continuing Education | Elliot Lake, Ont. |
| Emco Limited | London, Ont. |
| Erie Technological Products of Canada Limited | Trenton, Ont. |
| La Commission Scolaire Régionale de l'Estrie | Sherbrooke, Qué. |
| Etobicocke Board of Education | Etobicocke, Ont. |
| Facelle Company Limited | Toronto, Ont. |
| Fairview Agricultural and Vocational College | Fairview, Alta. |
| Falconbridge Nickel Mines Limited | Falconbridge, Ont. |
| Family Service Association of Metro Toronto | Toronto, Ont. |
| Fanshawe College of Applied Arts and Technology | London, Ont. |
| Federated Co-operatives Limited | Saskatoon, Sask. |
| Fiberglass Canada Limited | Toronto, Ont. |
| Firestone Tire and Rubber Company of Canada Limited | Hamilton, Ont. |
| Flextrack — Nodwell Limited | Calgary, Alta. |
| Ford Motor Company of Canada Limited | Oakville, Ont. |
| Fort Vermilion School Division No. 52 | Fort Vermilion, Alta. |
| Foster Wheeler Limited | St. Catharines, Ont. |
| The Foundation Company of Canada Limited | Toronto, Ont. |
| Foundation of Canada Engineering Corporation Ltd. (FENCO) | Toronto, Ont. |
| The Foxboro Company of Canada | La Salle, Qué. |
| Fraser Companies Limited | Edmundston, N.-B. |
| Gamma Engineering | Edmonton, Alta. |
| Garrett Manufacturing Limited | Rexdale, Ont. |
| Gaudet and Roy | Moncton, N.-B. |
| Gendarmerie Royale du Canada | Ottawa, Ont. |
| General Foods Limited | Toronto, Ont. |
| General Motors of Canada Limited | Oshawa, Ont. |
| GSW Limited | Toronto, Ont. |
| Gibb, Albery, Pullerits and Dickson | Toronto, Ont. |
| Giffels Associates Limited | Toronto, Ont. |
| The Globe and Mail | Toronto, Ont. |
| B. F. Goodrich Canada Limited | Kitchener, Ont. |
| Grande Prairie College | Grande Prairie, Alta. |
| Great Canadian Oil Sands | Fort McMurray, Alta. |
| The Great Lakes Paper Company Limited | Thunder Bay, Ont. |
| Gulf Oil Canada Limited | Toronto, Ont. |
| Halifax Board of School Commissioners | Halifax, N.-E. |
| Hamilton Board of Education | Hamilton, Ont. |

- Commission de la fonction publique de la Nouvelle-Écosse
 Commission des Écoles Catholiques de Montréal
 Computing Devices of Canada Limited
 The Confederation College of Applied Arts and Technology
 Confederation Life Association
 Connaught Medical Research
 Conseil national des recherches
 The Consumer's Gas Company
 Consumers Glass Company Limited
 Continental Can Company of Canada Limited
 Continental Insurance Co.
 Corning Glass Works of Canada Limited
 Cornwall General Hospital
 Courtaulds (Canada) Limited
 Courts Hallmark Cards
 Crippen Acres Limited
 G.E. Crippen and Associates Limited
 Crozier, Greenberg and Partners
 Crown Life Insurance
 Custom Glass Limited
 Cyanamid of Canada Limited
 Darling Brothers Limited
 Dauphin-Ochre School Area No. 1
 The Daymond Company Limited
 John Deere Welland Works of John Deere Limited
 Defence Construction (1951) Limited
 Defence Research Board
 The De Havilland Aircraft of Canada Ltd.
 Deloitte, Plender, Haskins and Sells
 Denison Mines Limited
 M.M. Dillon Limited
 Dilworth, Secord, Meagher and Associates Limited
 Diversy (Canada) Limited
 Dominion Bridge Company Limited
 Dominion Engineering Works
 Dominion Foundries and Steel Limited
 Dominion Glass Company Limited
 Dominion Life Assurance Company
 Dominion Textile Company Limited
 Domtar Limited
 Dow Chemical of Canada Limited
 Drumheller Valley School District No. 62
 Dryden Paper Company Limited
 Dun and Bradstreet of Canada Limited
 Dunlop Research Centre
 Duplate Canada Limited
 Du Pont of Canada Limited
 Duval Corporation of Canada
- Halifax, N.-E.
 Fredericton, N.-B.
 Montréal, Qué.
 Ottawa, Ont.
 Fort Williams, Ont.
 Toronto, Ont.
 Willowdale, Ont.
 Ottawa, Ont.
 Toronto, Ont.
 Cornwall, Ont.
 Cornwall, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Vancouver, C.-B.
 Winnipeg, Man.
 Toronto, Ont.
 Cornwall, Ont.
 Cornwall, Ont.
 Montréal, Qué.
 Dauphin, Man.
 Chatham, Ont.
 Welland, Ont.
 Ottawa, Ont.
 Ottawa, Ont.
 Downsview, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Toronto, Ont.
 Clarkson, Ont.
 Montréal, Qué.
 Montréal, Qué.
 Lachine, Qué.
 Hamilton, Ont.
 Montréal, Qué.
 Waterloo, Ont.
 Montréal, Qué.
 Montréal, Qué.
 Sarnia, Ont.
 Drumheller, Alta.
 Dryden, Ont.
 Toronto, Ont.
 Sheridan Park, Ont.
 Toronto, Ont.
 Montréal, Qué.
 Saskatoon, Sask.

Canada Trust-Huron and Erie
 Canadaair Limited
 Canadian Acceptance Corporation Limited
 Canadian Acme Screw and Gear Limited
 Canadian Bechtel Limited
 Canadian Breweries Limited
 Canadian British Aluminum Company Limited
 Canadian Cannery Limited
 Canadian Channing Corporation Limited
 Canadian Filters Limited
 Canadian General Electric Company Limited
 Canadian Gypsum Company Limited
 Canadian Imperial Bank of Commerce
 Canadian Industrial Gas and Oil Limited
 Canadian Industries Limited
 Canadian Ingersol — Rand Company Ltd.
 Canadian International Paper Company
 Canadian Kodak Company Limited
 Canadian Liquid Air Limited
 Canadian Marconi Company
 Canadian National
 Canadian Overseas Telecommunication Corporation
 Canadian Pacific
 Canadian Pacific Airlines Limited
 Canadian Pacific Oil and Gas Limited
 Canadian Penitentiary Service
 Canadian Porcelain Company Limited
 Canadian Refractories Limited
 Canadian Research Institute
 Canadian Superior Oil Limited
 Canadian Western Natural Gas Company Limited
 Canadian Westinghouse Company Limited
 Cap Breton Development Corporation
 Carleton University
 Carnation Company Limited
 The Catholic Children's Aid Society of Hamilton-Wentworth
 Chatham — Hotel Dieu Hospital
 Chatham Public General Hospital
 Chevron Standard Limited
 The Child Guidance Clinic of Greater Winnipeg
 Chrysler Canada Limited
 Chubb Mosler and Taylor Sages Limited
 Chun King Corporation of Canada Limited
 Ciba Company Limited
 C.I.P. Research Limited
 Colgate — Palmolive Limited
 Collège Ste. Anne
 Combustion Engineering Superheater Limited
 Cominco Limited

London, Ont.
 Montréal, Qué.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Chatham, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Montréal, Qué.
 Hamilton, Ont.
 Montréal, Qué.
 Chatham, Ont.
 Ottawa, Ont.
 Hamilton, Ont.
 Montréal, Qué.
 Don Mills, Ont.
 Calgary, Alta.
 Calgary, Alta.
 Hamilton, Ont.
 Sydney, N.-É.
 Ottawa, Ont.
 Toronto, Ont.
 Hamilton, Ont.
 Chatham, N.-B.
 Chatham, Ont.
 Calgary, Alta.
 Winnipeg, Man.
 Windsor, Ont.
 Brampton, Ont.
 Windsor, Ont.
 Dorval, Qué.
 Montréal, Qué.
 Toronto, Ont.
 Church Point, N.-É.
 Montréal, Qué.
 Trail, C.-B.

- Bata Shoe Company of Canada Limited
 Battleford Union Hospital
 Baxter Laboratories of Canada Limited
 Beaver Lumber Company Limited
 Belding — Corticelli Limited
 Bell Canada
 Belleville General Hospital
 Bibliothèque municipale de Montréal
 Bibliothèque municipale d'Ottawa
 Blake, Cassels and Craydon
 BLH Canada Limited
 Bombardier Limited
 Bowaters Newfoundland Limited
 Brandon University
 Bristol Aerospace Limited
 Bristol Laboratories of Canada Limited
 B.C. Civil Service Commission
 B.C. Forest Products Limited
 B.C. Hydro and Power Authority
 B.C. Institute of Technology
 B.C. Packers of Canada Limited
 B.C. Research Council
 B.C. Telephone Company
 B.P. Oil Limited
 Brockville General Hospital
 Brown Boveri (Canada) Limited
 Bruck Mills Limited
 Brunswick Mining and Smelting Company Ltd.
 Building Products of Canada Limited
 Burnaby — Corporation of the District of
 Burndy Canada Limited
 Burns Foods Limited
 Burroughs Business Machines Limited
 CAE Industries Limited
 Calgary — City of
 Calgary Family Service Bureau
 Calgary General Hospital
 Calgary Power Limited
 Calgary Public Library
 Calgary School Board
 Campbell Chibougamau Mines Corporation Limited
 The Campbell Soup Company Limited
 Canada Cement Company Limited
 Canada — Government of
 The Canada Life Insurance Company
 Canada Packers Limited
 Canada Safeway Limited
 The Canada Starch Company
 Chibougamau, Qué.
 Chibougamau, Qué.
 Toronto, Ont.
 Montréal, Qué.
 Ottawa, Ont.
 Toronto, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Montréal, Qué.
 Batawa, Ont.
 North Battleford, Sask.
 Malton, Ont.
 Winnipeg, Man.
 Montréal, Qué.
 Montréal, Qué.
 Belleville, Ont.
 Montréal, Qué.
 Ottawa, Ont.
 Toronto, Ont.
 Dundas, Ont.
 Valcourt, Qué.
 Corner Brook, T.-N.
 Brandon, Man.
 Winnipeg, Man.
 Candiac, Qué.
 Victoria, C.-B.
 Vancouver, C.-B.
 Vancouver, C.-B.
 Vancouver, C.-B.
 Burnaby, C.-B.
 Vancouver, C.-B.
 Pointe-Claire, Qué.
 Montréal, Qué.
 Bathurst, N.-B.
 Montréal, Qué.
 Burnaby, C.-B.
 Scarborough, Ont.
 Calgary, Alta.
 Don Mills, Ont.
 Montréal, Qué.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Calgary, Alta.
 Chibougamau, Qué.
 Toronto, Ont.
 Montréal, Qué.
 Ottawa, Ont.
 Toronto, Ont.
 Winnipeg, Man.
 Montréal, Qué.

APPENDICE I

EMPLOYEURS PARTICIPANTS

| | |
|--|------------------------|
| Abex Industries of Canada Limited | Montréal, Qué. |
| Abitibi Paper Company Limited | Toronto, Ont. |
| Abitibi Provincial Paper Limited | Thorold, Ont. |
| Acres Limited for H.G. Acres and Company Limited | Niagara Falls, Ont. |
| Gordon S. Adamson and Associates | Toronto, Ont. |
| Age and Opportunity Centre Incorporated | Winnipeg, Man. |
| Air Canada | Montréal, Qué. |
| Air Reduction Canada Limited | Ville St-Laurent, Qué. |
| Albert, Westmorland, Kent, Regional Public Library | Moncton, N.B. |
| The Alberta Gas Trunk Line Company Limited | Calgary, Alta. |
| Alberta Government Telephones | Calgary, Alta. |
| Alberta — Province of | Calgary, Alta. |
| Alberta Wheat Pool | Calgary, Alta. |
| The Algoma Steel Corporation Limited | Port Colborne, Ont. |
| Allied Chemical (Canada) Ltd. | Montréal, Qué. |
| Allstate Insurance Company of Canada | Toronto, Ont. |
| Aluminum Company of Canada Limited | Montréal, Qué. |
| Almerada Division/Amerada Hess Corporation | Calgary, Alta. |
| American Air Filter of Canada Limited | Ville St-Laurent, Qué. |
| American Smelting and Refining Company Limited | Botwood, T.-N. |
| American — Standard Products (Canada) Limited | Toronto, Ont. |
| Amoco Canada Petroleum Company | Calgary, Alta. |
| Anaconda American Brass Limited | Toronto, Ont. |
| Anglo-Canadian Pulp and Paper Mills Limited | Québec, Qué. |
| No. 10 Architectural Group | Winnipeg, Man. |
| Asbestos Corporation Limited | Thetford Mines, Qué. |
| Associated Engineering Services Limited | Edmonton, Alta. |
| Associated Textile of Canada Limited | Montréal, Qué. |
| Atkins, Hatch and Associates Limited | Toronto, Ont. |
| Atlantic Sugar Refineries Company Limited | Calgary, Alta. |
| Atlas Chemical Industries (Canada) Limited | Saint John, N.-B. |
| Atlas Steels Company | Brantford, Ont. |
| Atomic Energy of Canada Limited | Tracy, Qué. |
| Automatic Electric (Canada) Limited | Ottawa, Ont. |
| Avon Products Company Limited | Brockville, Ont. |
| Ayerst McKenna and Harrison Limited | Montréal, Qué. |
| Banque du Canada | Ottawa, Ont. |
| La Banque Canadienne Nationale | Montréal, Qué. |
| The Bank of Nova Scotia | Toronto, Ont. |
| La Banque Provinciale du Canada | Montréal, Qué. |
| Banque Royale du Canada | Montréal, Qué. |
| Baroid of Canada Limited | Calgary, Alta. |
| Bata Retail/Division of Bata Industries Ltd. | Don Mills, Ont. |

11. Gains des étudiants par rapport au travail rattaché aux disciplines étudiées

Il y eut une forte corrélation entre les gains des étudiants d'université et le rapport entre leur travail d'été et leur domaine d'étude. Ceci diffère de la situation des gains des étudiants de collège, lesquels n'ont pas été influencés par un tel rapport.

TABLEAU XLIII
SALAIRES MOYENS DES ÉTUDIANTS PAR LA RELATION DE LEUR TRAVAIL À LEUR
DISCIPLINE D'ÉTUDE (PAR SEXE ET PRINCIPALES DISCIPLINES D'ÉTUDES)

(en dollars)

| Université | Rapport | | Rapport partiel | | Pas de rapport | |
|--|-----------|------------|-----------------|------------|----------------|------------|
| | Étudiants | Étudiantes | Étudiants | Étudiantes | Étudiants | Étudiantes |
| Arts | 1280 | 840 | 1250 | 790 | 1230 | 720 |
| Agriculture | 1570 | 1250 | 1580 | 1000 | 1450 | 690 |
| Science | 1420 | 1010 | 1330 | 900 | 1260 | 760 |
| Génie et science appliquée | 1730 | — | 1650 | 1280 | 1270 | 780 |
| Commerces et administration des affaires | 1660 | 1090 | 1600 | 810 | 1390 | 860 |

9. Salaires par occupation

Les étudiants d'université ont gagné le plus dans les professions libérales et techniques (\$1540), et le moins dans le secteur de la récréation (\$700). Les étudiantes gagnèrent le plus dans le secteur de l'administration et de la supervision (\$1780), et le moins dans les occupations de travail agricole (\$180). Les étudiants gagnèrent habituellement plus que les étudiantes dans la même occupation, bien que les étudiantes travaillant dans l'administration et la supervision ont gagné plus que les étudiants travaillant dans ce même secteur. Les gains des étudiants de collège furent inférieurs à ceux des universitaires dans la même occupation, à l'exception des étudiants de collège employés dans le travail semi-spécialisé et spécialisé, lesquels ont gagné plus que les étudiants d'université dans la même occupation, et à l'exception des étudiantes de collège employées dans le travail agricole, lesquelles ont gagné plus que les étudiantes d'université employées dans les mêmes occupations.

10. Harmonie entre le travail d'été et les études

Un tiers des étudiants aux quatre coins du Canada, employés durant l'été de 1969, ont cru que leur travail, directement (15 pour cent) ou indirectement (18 pour cent), se rattachait à la discipline dans laquelle ils avaient étudié durant l'année scolaire 1968-69. Seules quelques légères différences ont été enregistrées entre les étudiants et les étudiantes sous ce rapport.

La plupart des étudiants canadiens (62 pour cent) dont, à leur avis, le travail d'été s'harmonisait à leurs études, directement ou indirectement, ont indiqué leur intention d'entrer plus tard au service de l'employeur qui les avait engagés à l'été de 1969.

Vingt-quatre pour cent de ces étudiants ont manifesté un intérêt très profond envers un emploi permanent avec leur principal employeur, alors que chez 38 pour cent, cet intérêt n'était pas aussi accentué. Parmi ceux dont l'emploi s'harmonisait directement ou indirectement à leurs études, les étudiants plus que les étudiantes se sont dits plus intéressés à des emplois permanents avec leur employeur principal.

Des étudiants qui poursuivent certaines études ont plus d'occasions que d'autres, dont le programme d'études n'est pas le même, de trouver du travail rattaché à leurs études. Les programmes d'études dans lesquels plus de 60 pour cent des étudiants croyaient que leur travail d'été était en rapport de près ou de loin à leur études comprenaient l'architecture, l'agriculture, le génie et les sciences appliquées, la médecine, la pharmacie, le travail social et le nursing. En général, les étudiantes de ces programmes étaient moins susceptibles que les étudiants du même programme de se trouver du travail d'été s'harmonisant à leur domaine d'étude. Dans d'autres domaines d'étude, toutefois, elles y étaient plus susceptibles que les étudiants.

Au-delà de 40 pour cent des étudiants, poursuivant des études en commerce et en administration des affaires durant l'année scolaire 1968-1969, ont trouvé des emplois ayant un rapport total ou partiel avec leur études. Une proportion plus forte d'étudiantes que d'étudiants, dans le commerce et l'administration des affaires, ont obtenu de tels emplois.

Moins de 40 pour cent des étudiants et étudiantes, inscrits en 1968-1969 aux programmes universitaires d'arts ou de science, dans les facultés de droit, ou dans les écoles d'art dentaire et d'éducation, ont trouvé du travail durant l'été de 1969, rattaché aux études poursuivies. Règle générale, toutefois, une proportion plus forte d'étudiantes que d'étudiants dans ces disciplines ont trouvé du travail rattaché à leurs études.

7. Salaires des étudiants par rapport au principal marché du travail

Les étudiants universitaires ont gagné le plus, soit \$1350, à l'emploi du gouvernement fédéral, et le moins, soit \$1070, à l'emploi du gouvernement municipal, cette tendance étant la même pour les étudiantes qui ont gagné le plus, c'est-à-dire \$880, à l'emploi du gouvernement fédéral, et le moins, soit \$610, à l'emploi du gouvernement municipal. Les étudiantes ont gagné moins que les étudiants dans tous les domaines d'emploi, bien que l'écart salarial entre étudiants et étudiantes fut à son plus bas dans les emplois au gouvernement municipal.

TABEAU XL
SALAIRES PAR RAPPORT AU PRINCIPAL MARCHÉ DU TRAVAIL
DES ÉTUDIANTS(ES) D'UNIVERSITÉ
(en dollars)

| | Étudiants | | Étudiantes | |
|-------|-----------|------------|------------|-------------------|
| | Fédéral | Provincial | Municipal | Entreprise privée |
| ..... | 1350 | 1210 | 1070 | 1130 |
| ..... | 880 | 720 | 610 | 620 |

8. Occupation des étudiants

La plupart des étudiants d'université (39%) ont travaillé comme commis ou préposés aux services. Les étudiants universitaires étaient le plus souvent dans les occupations non agricoles et dans les secteurs de travail spécialisé et non spécialisé; les étudiantes ont travaillé surtout comme commis et comme préposés aux services. Dix-sept pour cent des étudiants d'université ont été employés dans les professions libérales et techniques ou dans un cadre de soutien professionnel et technique, le chiffre correspondant pour les étudiants des collèges étant de cinq pour cent.

TABEAU XLI
OCCUPATION DES ÉTUDIANTS D'UNIVERSITÉ
(Pour cent)

TABEAU XLII
GAINS PAR OCCUPATION
(en dollars)

| | Étudiants | | Étudiantes | | Total | Étudiantes | |
|---------------------------------------|-----------|-------------|------------|--------------|-------|------------|--------------|
| | Étudiants | (Pour cent) | Étudiantes | (en dollars) | | Étudiantes | (en dollars) |
| Professionnelle et technique | 6 | 5 | 6 | 1540 | 6 | 960 | 1780 |
| Administration et supervision | 3 | 2 | 3 | 1520 | 3 | 740 | 680 |
| Aide professionnelle et technique | 12 | 10 | 11 | 1340 | 19 | 610 | 570 |
| Commis | 10 | 29 | 19 | 1010 | 20 | 530 | 840 |
| Ventes | 7 | 16 | 10 | 940 | 15 | 180 | 400 |
| Services | 13 | 27 | 20 | 1000 | 3 | 880 | 180 |
| Récréation | 4 | 6 | 6 | 700 | 1 | 1240 | — |
| Travail spécialisé et semi-spécialisé | 15 | 3 | 10 | 1270 | 15 | 570 | — |
| Travail non agricole | 24 | 3 | 15 | 1100 | 3 | 180 | — |
| Travail agricole | 4 | 1 | 1 | 880 | 1 | 400 | — |
| Autres | 1 | 1 | 1 | 1240 | 1 | 400 | — |
| Total* | 100 | 100 | 100 | 1540 | 100 | 400 | — |

* Le total ne donne pas 100 à cause de l'arrondissement des nombres.

| | | | | | |
|------------|---------|------------|-----------|----------------------|-------|
| Étudiants | 9 | 13 | 6 | 72 | 100 |
| Étudiantes | 6 | 14 | 9 | 71 | 100 |
| Total | Fédéral | Provincial | Municipal | Entreprise privée | Total |

(Pour cent)

TABLEAU XXXIX PRINCIPAL MARCHÉ DU TRAVAIL POUR ÉTUDIANTS D'UNIVERSITÉ

6. Principal marché du travail pour les étudiants

La plupart des étudiants universitaires ont travaillé dans l'entreprise privée durant l'été de 1969. Cependant, 28 pour cent des étudiants d'université et 29 pour cent des étudiantes ont obtenu de l'emploi au sein des gouvernements fédéral, provinciaux ou municipaux.

Les étudiants universitaires ont économisé \$580 durant l'été de 1969; les étudiantes ont épargné \$340. Les étudiants d'université et de collège ont épargné moins durant l'été de 1969 que durant l'été de l'année précédente.

| | | | |
|------------------------|------|------|------|
| Étudiants | 1150 | 1050 | 1110 |
| Étudiantes | 650 | 650 | 620 |
| TOTAL | 997 | 910 | 950 |
| Université | 1969 | 1968 | 1969 |
| Tout le postsecondaire | | | |

TABLEAU XXXVIII REVENUS BRUTS MOYENS DES ÉTUDIANTS(ES)

5. Salaires et économies des étudiants

Pendant l'été de 1969, les étudiants universitaires ont gagné en moyenne \$1150, alors que les étudiantes ont gagné beaucoup moins, c'est-à-dire \$660. Les étudiants et les étudiantes universitaires ont gagné respectivement plus que les étudiants et étudiantes des collèges. Cependant, les étudiantes d'université ont gagné sensiblement moins que les étudiants des collèges.

| | | |
|--|------------|------------|
| Moyenne des semaines supplémentaires | Étudiants | 6 semaines |
| de travail souhaitées (ceux qui ont travaillé) | Étudiantes | 9 semaines |
| Moyenne des semaines de travail | Étudiants | 7 semaines |
| souhaitées (ceux qui n'ont pas travaillé) | Étudiantes | 7 semaines |

TABLEAU XXXVII SEMAINES DE TRAVAIL SUPPLÉMENTAIRE SOUHAITÉES (TOUT LE POSTSECONDAIRE)

3. Proportion des étudiants qui ont cherché et ont trouvé un emploi d'été

Quatre-vingt-neuf pour cent des étudiants d'université qui ont essayé d'obtenir un emploi d'été rémunéré en 1969 ont réussi à en trouver un à un moment quelconque de l'été, les étudiants réussissant toujours mieux que les étudiantes sous ce chapitre. Cependant, une plus forte proportion d'étudiantes d'université que d'étudiants de collège ont trouvé de l'emploi.

TABLEAU XXXV
ÉTUDIANTS D'UNIVERSITÉ QUI ONT CHERCHÉ ET
TROUVÉ UN EMPLOI D'ÉTÉ EN 1969

| | |
|------------|---------------|
| Étudiants | 174,830 (95%) |
| Étudiantes | 77,090 (92%) |
| Total | 251,920 (94%) |

4. Semaines de travail ouvrables et semaines de travail souhaitées

Une forte proportion d'étudiants de collège et d'université ont trouvé de l'emploi à un moment quelconque de l'été de 1969, mais la durée du travail par étudiant a varié considérablement. Parmi les étudiants en quête de travail, 18 pour cent ont chômé ou ont travaillé 5 à 6 semaines ou moins. Quant aux étudiantes, 28 pour cent n'ont trouvé aucun emploi ou ont travaillé de 5 à 6 semaines ou moins. Les étudiants ont travaillé en moyenne 12 semaines et les étudiantes, en moyenne onze semaines.

TABLEAU XXXVI:
SEMAINES DE TRAVAIL OUVRABLES (POUR TOUT LE POSTSECONDAIRE)
(Pour cent)

| Moyenne de semaines de travail | 0* | 1-6 | 7-12 | 13-18 | 19-25 | Total** (100) | Étudiants | Étudiantes |
|--------------------------------------|----|-----|------|-------|-------|------------------|-----------|------------|
| | | | | | | | 7 | 12 |
| | | | | | | | 11 | 11 |
| | | | | | | | 37 | 31 |
| | | | | | | | 39 | 3 |
| | | | | | | | 100 | 100 |

* Ceux qui ont travaillé moins d'une semaine sont inclus.

** La somme des pourcentages ne donne pas 100 vu l'arrondissement des nombres.

Cinquante-cinq pour cent des étudiants qui ont trouvé de l'emploi, et 54 pour cent des étudiants étaient satisfaits du travail qu'ils ont obtenu. Les étudiants qui travaillaient, mais qui n'étaient pas satisfaits de la durée de leur emploi, désiraient une moyenne de six semaines de travail supplémentaire; les étudiantes souhaitaient neuf semaines de travail supplémentaire. La plupart des étudiants qui étaient pas satisfaits de la durée de leur emploi ont travaillé 13 semaines ou plus; la majorité de ceux qui n'étaient pas satisfaits ont travaillé moins de 12 semaines. Les étudiants qui n'ont pas réussi à trouver un emploi d'été désiraient une moyenne de sept semaines de travail.

QUATRIÈME PARTIE

ENQUÊTE SUR L'EMPLOI D'ÉTÉ DES ÉTUDIANTS DU NIVEAU POSTSECONDAIRE AU CANADA

Université

Cette année, s'ajoute à ce rapport une nouvelle section portant sur l'emploi d'été étudiant. Les renseignements sur l'emploi d'été résultent d'une enquête sur l'emploi d'été étudiant menée l'automne dernier (1969) par le Ministère de la Main-d'œuvre et de l'immigration. Le questionnaire portant sur l'emploi d'été a été rempli par plus de 19,000 étudiants choisis au hasard parmi un échantillonnage représentatif des établissements du postsecondaire à travers le Canada¹.

Des renseignements supplémentaires fournis par l'enquête de 1969, publiée par le Bureau fédéral de la statistique et traitant des étudiants du niveau postsecondaire, sont de même présentés dans ce rapport, dans la section sur l'emploi d'été.

EMPLOI D'ÉTÉ CHEZ LES ÉTUDIANTS UNIVERSITAIRES, 1969

1. Proportion d'étudiants cherchant un emploi

Une proportion élevée des étudiants universitaires se cherchent un emploi rémunéré à un moment quelconque de l'été. Le Tableau 1 montre que 87 pour cent des étudiants universitaires sont entrés sur le marché du travail durant l'été de 1969. Les chiffres correspondants pour les élèves des collèges de 1969 et pour tous les étudiants du nouveau postsecondaire (université et collège) de 1968 sont respectivement de 92 pour cent et de 83 pour cent.

TABLEAU XXXIV

ÉTUDIANTS QUI SE CHERCHÈRENT UN EMPLOI RÉMUNÉRÉ POUR L'ÉTÉ DE 1968 ET POUR CELUI DE 1969

| | Tout le post- secondaire 1968 | Universités 1969 | Collèges 1969 |
|----------------------|-------------------------------------|---------------------|------------------|
| Étudiants | 206,000 (86%) | 179,100 (89%) | 52,000 (93%) |
| Étudiantes | 100,000 (78%) | 85,600 (81%) | 30,000 (89%) |
| Total | 306,000 (83%) | 264,700 (87%) | 82,200 (92%) |

La proportion des étudiants d'université qui essaient de se trouver de l'emploi durant l'été est inférieure à celle des élèves de collège. Il en est ainsi surtout pour ce qui est des étudiantes d'université, leur taux de participation, soit de 83 pour cent, étant bien inférieur à celui des étudiantes de collège, tout comme à celui des étudiants.

2. Activités des étudiants qui n'ont pas cherché d'emploi d'été

La plupart des étudiants qui n'ont pas essayé de trouver un emploi rémunéré à l'été de 1969 ont consacré leur temps à l'étude. Quarante-neuf pour cent des étudiants ont passé leur été à étudier, alors que 24 pour cent ont voyagé durant la belle saison. Seulement un pour cent ont répondu « pas d'emploi disponible » pour expliquer le fait qu'ils n'ont pas cherché du travail d'été.

TABLEAU XXXIII:
RÉPARTITION PROCENTUELLE DES EMPLOYEURS PAR RAPPORT
AU NOMBRE D'ÉTABLISSEMENTS VISITÉS

| Nombre d'établissements visités | 1-5 | 6-10 | 11-15 | 16-20 | 21-25 | 26-30 | 31-40 | 41 et plus | Total | | | | |
|------------------------------------|-----|------|-------|-------|-------|-------|-------|---------------|-------|------------------------|------------------------|------------------------|------------------------|
| | | | | | | | | | | % d'employeurs 1969-70 | % d'employeurs 1968-69 | % d'employeurs 1967-68 | % d'employeurs 1966-67 |
| | | | | | | | | | | 49.2 | 48.0 | 50.7 | 40.5 |
| | | | | | | | | | | 19.7 | 22.0 | 16.3 | 16.1 |
| | | | | | | | | | | 12.6 | 10.5 | 12.0 | 11.9 |
| | | | | | | | | | | 6.5 | 7.0 | 7.2 | 11.3 |
| | | | | | | | | | | 6.5 | 4.5 | 4.3 | 11.3 |
| | | | | | | | | | | % | 3.0 | 3.3 | 5.9 |
| | | | | | | | | | | % | 2.2 | 3.8 | 1.8 |
| | | | | | | | | | | % | 2.7 | 4.0 | 1.1 |
| | | | | | | | | | | % | 0.6 | 1.0 | 100.0 |
| | | | | | | | | | | % | 100.0 | 100.0 | 100.0 |

TROISIÈME PARTIE

MODE DE RECRUTEMENT

Les tableaux XXXI à XXXIII décrivent le mode de recrutement dans les universités des employeurs qui ont collaboré.

Aucun changement important ne paraît dans la répartition régionale du recrutement, tel que l'indique le tableau XXXI.

Un plus petit nombre d'employeurs ont signalé une campagne de recrutement dans chaque région à l'exception de la région de l'Atlantique durant l'année scolaire 1969-70 par comparaison à 1968-69. Cependant, un plus grand nombre d'employeurs qui ont visité la région de l'Atlantique ont recruté en moyenne dans moins de campus.

TABEAU XXXI:

RÉPARTITION RÉGIONALE ET NOMBRE MOYEN D'ÉTABLISSEMENTS VISITÉS
PAR LES ÉQUIPES DE RECRUTEMENT DES EMPLOYEURS, EN 1968-69 ET EN 1969-70

| Régions | 1968-69 | | 1969-70 | |
|-----------------|------------------------|---|------------------------|---|
| | Nombre d'employeurs | Nombre moyen d'établissements visités | Nombre d'employeurs | Nombre moyen d'établissements visités |
| Atlantique | 80 | 3.0 | 107 | 4.4 |
| Québec | 121 | 3.2 | 106 | 3.1 |
| Ontario | 144 | 1.9 | 143 | 1.9 |
| Prairies | 122 | 3.7 | 118 | 3.7 |
| Pacifique | 85 | 6.9 | 82 | 7.3 |
| Total au Canada | 200 | 1.1 | 183 | 1.0 |

TABEAU XXXII:
NOMBRE D'ÉTABLISSEMENTS VISITÉS PAR LES EMPLOYEURS
ENTRE 1966-67 ET 1969-70

| Nombre d'établissements visités | | 1-5 | 6-10 | 11-15 | 16-20 | 21-25 | 26-30 | 31-40 | 41 et plus | Total |
|------------------------------------|-------|-----|------|-------|-------|-------|-------|-------|---------------|-------|
| Nombre d'employeurs 1969-70 | ..... | 90 | 36 | 23 | 12 | 12 | 4 | 5 | 1 | 183 |
| Nombre d'employeurs 1968-69 | ..... | 96 | 44 | 21 | 14 | 9 | 6 | 8 | 2 | 200 |
| Nombre d'employeurs 1967-68 | ..... | 106 | 34 | 25 | 15 | 9 | 7 | 8 | 5 | 209 |
| Nombre d'employeurs 1966-67 | ..... | 68 | 27 | 20 | 19 | 19 | 10 | 3 | 2 | 168 |

TABLEAU XXX:
SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALÉS PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLÔMÉS DANS
LES PROFESSIONS LIBÉRALES ET AUTRES DISCIPLINES,
AU NIVEAU DE LA MAÎTRISE, EN 1970

| Discipline | Canada | Atlantique | Québec | Ontario | Prairies | Pacifique |
|--------------------------------|--------|------------|--------|---------|----------|-----------|
| Agriculture | 640 | — | 640 | — | — | — |
| Architecture | — | — | — | — | — | — |
| Art dentaire | — | — | — | — | — | — |
| Éducation | 770 | — | 660 | 708 | 788 | — |
| Sciences forestières | 900 | 900 | — | — | 710 | — |
| Sciences domestiques | 710 | — | — | — | — | — |
| Journalisme | — | — | — | — | — | — |
| Droit | 700 | — | — | 700 | — | — |
| Bibliothéconomie | — | — | — | — | — | — |
| Médecine | — | — | — | — | — | — |
| Pharmacie | 713 | — | — | 713 | — | — |
| Éducation physique | 667 | — | — | — | 667 | — |
| Physiothérapie | — | — | — | — | — | — |
| Service social | 723 | 700 | — | — | 733 | — |
| Science vétérinaire | — | — | — | — | — | — |
| Stagiaires en droit | — | — | — | — | — | — |

TABLEAU XXIX:
SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALÉS PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLOMÉS DANS
LES PROFESSIONS LIBÉRALES ET AUTRES DISCIPLINES,
AU NIVEAU DU BACCALAVURÉAT, EN 1970

| Discipline | Canada | Atlantique | Québec | Ontario | Prairies | Pacifique |
|--|--------|------------|--------|---------|----------|-----------|
| Agriculture | 620 | — | 615 | 625 | 594 | — |
| Architecture | 843 | — | 606 | — | 922 | — |
| Art dentaire | 950 | 950 | — | — | — | — |
| Education | 556 | 512 | 698 | 625 | 557 | 580 |
| Sciences forestières | 511 | 501 | 630 | — | — | — |
| Sciences domestiques | 561 | 505 | — | 618 | 485 | — |
| Journalisme | 617 | — | 450 | 650 | — | — |
| Droit | 430 | — | 600 | — | 422 | — |
| Bibliothéconomie | 638 | — | — | — | 638 | — |
| Médecine | 530 | — | — | — | 530 | — |
| Sciences infirmières (grade seulement) | 456 | 448 | — | 590 | 555 | — |
| Pharmacie | 690 | 725 | 640 | 550 | 698 | — |
| Education physique | 546 | 535 | — | — | 555 | — |
| Physiothérapie | 483 | 450 | — | — | 499 | — |
| Science du secrétariat (grade) | 436 | 425 | — | 450 | — | — |
| Service social | 510 | 400 | 565 | — | — | — |
| Science vétérinaire | 914 | — | — | 791 | 918 | — |
| Stagiaires en droit | 391 | 300 | — | 400 | — | — |

TABLEAU XXVIII:
SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALÉS PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLOMÉS EN GÉNIE,
AU NIVEAU DE LA MAÎTRISE, EN 1970

| Discipline | Canada | Atlantique | Québec | Ontario | Prairies | Pacifique |
|-----------------------|--------|------------|--------|---------|----------|-----------|
| Ingénieur chimiste | 732 | — | 715 | 750 | 750 | — |
| Ingénieur civil | 741 | — | 685 | 763 | 725 | — |
| Ingénieur électricien | 743 | — | 685 | 767 | — | — |
| Ingénieur industriel | 750 | — | — | 750 | — | — |
| Ingénieur mécanicien | 746 | — | 730 | 752 | 735 | — |
| Ingénieur minier | 818 | — | 908 | 750 | — | — |
| Ingénieur physicien | 724 | — | 690 | 750 | — | — |

TABLERAU XXVI:
SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALES PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLÔMÉS EN ARTS,
EN SCIENCES ET EN COMMERCE, AU NIVEAU DE LA MAÎTRISE, EN 1970

| Discipline | Canada | Atlantique | Québec | Ontario | Prairies | Pacifique |
|---|--------|------------|--------|---------|----------|-----------|
| Arts: | | | | | | |
| Economie | 693 | 700 | 677 | 677 | 739 | 697 |
| Langue et littérature anglaise | 657 | 610 | 660 | 662 | 675 | — |
| Langue et littérature française | 675 | — | 652 | 698 | — | — |
| Histoire | 660 | — | 652 | 668 | — | — |
| Science politique | 661 | — | — | 667 | 642 | — |
| Psychologie | 667 | 650 | — | 667 | 681 | — |
| Sociologie | 630 | 650 | — | 616 | 683 | — |
| Sciences: | | | | | | |
| Biologie | 693 | — | 665 | 735 | 750 | — |
| Chimie | 711 | 720 | 690 | 735 | — | — |
| Informatique | 754 | 747 | 700 | 763 | — | — |
| Géologie | 795 | — | 842 | 735 | 822 | — |
| Géophysique | 746 | — | — | 735 | 770 | — |
| Mathématiques | 712 | — | 745 | 694 | 733 | — |
| Métallurgie | 717 | — | 700 | 735 | — | — |
| Physique | 722 | — | 665 | 748 | 697 | — |
| Urbanisme | 748 | — | — | 728 | 850 | — |
| Commerce et administration des affaires: | | | | | | |
| Comptabilité | 599 | — | 599 | — | — | — |
| Commerce | 850 | 800 | 701 | 911 | 792 | — |
| C.A. (stagiaires) | 590 | — | 590 | — | — | — |

TABLERAU XXVII:
SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALES PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLÔMÉS EN GENIE,
AU NIVEAU DU BACCALAURÉAT, EN 1970

| Discipline | Canada | Atlantique | Québec | Ontario | Prairies | Pacifique |
|---------------------------------|--------|------------|--------|---------|----------|-----------|
| Ingénieur chimiste | 664 | — | 650 | 665 | 675 | — |
| Ingénieur civil | 654 | 625 | 643 | 654 | 664 | — |
| Ingénieur électricien | 657 | 600 | 641 | 693 | 652 | — |
| Ingénieur industriel | 659 | — | 663 | 647 | — | — |
| Ingénieur mécanicien | 665 | — | 649 | 685 | 661 | — |
| Ingénieur minier | 672 | 735 | 654 | 645 | 700 | — |
| Ingénieur physicien | 654 | — | 650 | 645 | 700 | — |

TABLEAU XXV:
SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALÉS PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLOMÉS EN ARTS, EN SCIENCES
ET EN COMMERCE, AU NIVEAU DU BACCALAURÉAT AVEC SPÉCIALISATION, EN 1970

| Discipline | Canada | Atlantique | Québec | Ontario | Prairies | Pacifique |
|---|--------|------------|--------|---------|----------|-----------|
| Arts: | | | | | | |
| Economie | 589 | 602 | 597 | 578 | 625 | 585 |
| Langue et littérature anglaise | 610 | 575 | 621 | 600 | 710 | 537 |
| Langue et littérature française | 612 | 600 | 621 | 604 | — | 580 |
| Histoire | 598 | — | 621 | 574 | — | — |
| Science politique | 579 | 550 | 630 | 551 | 625 | — |
| Psychologie | 574 | 550 | 610 | 567 | 541 | 537 |
| Sociologie | 566 | — | 600 | 538 | 541 | 540 |
| Sciences: | | | | | | |
| Biologie | 592 | 560 | 591 | 601 | — | — |
| Chimie | 622 | 675 | 613 | 617 | 671 | — |
| Informatique | 601 | — | 650 | 576 | 775 | — |
| Géologie | 720 | 681 | 665 | 750 | 790 | — |
| Géophysique | — | — | — | — | — | — |
| Mathématiques | 618 | 580 | 644 | 615 | 620 | — |
| Métallurgie | 645 | — | 645 | — | — | — |
| Physique | 617 | 640 | 637 | 602 | 625 | 600 |
| Urbanisme | 615 | — | — | 615 | — | — |
| Commerce et administration des affaires: | | | | | | |
| Comptabilité | 622 | — | 598 | 630 | — | — |
| Commerce | 617 | 650 | 614 | 635 | — | 600 |
| C.A. (stagiaires) | 567 | 580 | 553 | 617 | — | — |

DEUXIEME PARTIE

Rapports des bureaux de placement universitaires

Les renseignements fournis par les bureaux de placement universitaires sont indiqués par régions afin de faire ressortir toutes les différences régionales dans les taux de salaire offerts aux diplômés dans une même discipline. Les tableaux XXIV à XXX qui suivent indiquent qu'il y a bien quelques variations dans les taux de salaires entre les cinq régions.

En général, cette tendance n'est toutefois que trop peu régulière. Au niveau du baccalauréat, les plus bas salaires caractérisent plus de disciplines dans les Prairies que dans les autres régions, alors que dans la région du Pacifique, certains salaires sont les plus bas et d'autres, les plus élevés. Les bureaux de placement, dans la province de Québec, signalent souvent les taux les plus élevés avec très peu de variations entre les disciplines. Les salaires en Ontario suivent ceux du Québec, mais sont inférieurs de quelques dollars dans nombre de disciplines.

Plusieurs facteurs peuvent expliquer les différences régionales dans les taux de salaires. Il faut se rappeler que nombre d'embouches signalées ici peuvent ne pas être indiquées dans l'enquête auprès des employeurs. Il se peut aussi que ces différences soient attribuables, du moins en partie, aux variations entre les tendances industrielles des régions, et qu'elles ne constituent alors qu'un autre moyen de présenter les taux par secteurs industriels. Cependant, on pourrait aussi penser que les variations reflètent, en réalité, des différences régionales connues dans les taux de salaires.

TABLERAU XXIV:

SALAIRES MENSUELS DE DÉBUT, EN DOLLARS, SIGNALÉS PAR LES BUREAUX
DE PLACEMENT UNIVERSITAIRES POUR LES DIPLÔMÉS EN ARTS, EN SCIENCES
ET EN COMMERCE, AU NIVEAU DU BACCALURÉAT SANS SPÉCIALISATION, EN 1970

| Discipline | Canada | Atlantique | Quebec | Ontario | Prairies | Pacifique |
|--|--------|------------|--------|---------|----------|-----------|
| Arts: | | | | | | |
| Sans spécialisation | 540 | 506 | 550 | 537 | 536 | 535 |
| Économie | 535 | 551 | 575 | 522 | 569 | 569 |
| Langue et littérature anglaise | 562 | 533 | 565 | 573 | 420 | 557 |
| Langue et littérature française | 565 | 534 | 565 | 573 | 480 | 534 |
| Histoire | 561 | 538 | 560 | 569 | 531 | 574 |
| Science Politique | 551 | 541 | 560 | 554 | 552 | 537 |
| Psychologie | 541 | 518 | 560 | 556 | 537 | 523 |
| Sociologie | 538 | 496 | 560 | 553 | 468 | 527 |
| Sciences: | | | | | | |
| Sans spécialisation | 563 | 558 | 565 | 568 | 547 | 554 |
| Biologie | 575 | 577 | 585 | 584 | 519 | 569 |
| Chimie | 585 | 600 | 586 | 583 | 575 | — |
| Informatique | 581 | — | 600 | 575 | 568 | — |
| Géologie | 623 | 629 | 640 | 630 | 525 | — |
| Géophysique | 632 | 640 | — | 630 | — | — |
| Mathématiques | 587 | 556 | 591 | 581 | 567 | 625 |
| Métallurgie | 637 | — | — | 630 | 652 | — |
| Physique | 584 | 579 | 600 | 621 | 566 | 625 |
| Urbanisme | 594 | — | — | 591 | — | — |
| Commerce et administration des affaires: | | | | | | |
| Comptabilité | 574 | 552 | 615 | 575 | 618 | — |
| Commerce | 596 | 572 | 608 | 577 | 612 | 560 |
| C.A. (stagiaires) | 545 | 547 | 550 | 575 | 531 | 550 |

TABLEAU XXI:
TAUX DE SALAIRES, MOYENS, MÉDIANS, DOMINANTS, DÉCILES
ET QUARTILES, EN DOLLARS, PAR MOIS POUR LES DIPLÔMÉS
AU NIVEAU DE LA MAÎTRISE, EN 1970

| Discipline | Nombre de diplômés demandés | Salaire initial en dollars par mois | | | | | |
|---|-----------------------------|-------------------------------------|-----|-----|--------|-----|-----|
| | | Moyen | D1 | Q1 | Médian | Q3 | D9 |
| Arts | 147 | 685 | 650 | 663 | 665 | 717 | 832 |
| Sciences | 74 | 761 | 666 | 725 | 750 | 800 | 875 |
| Commerce et administration des affaires | 170 | 808 | 610 | 740 | 800 | 875 | 920 |
| Génie | 119 | 761 | 720 | 725 | 750 | 775 | 825 |
| Autres | | | | | | | 750 |

TABLEAU XXII:
TAUX DE SALAIRES, MOYENS, MÉDIANS, DOMINANTS, DÉCILES
ET QUARTILES EN DOLLARS, PAR MOIS POUR LES DIPLÔMÉS
AU NIVEAU DU DOCTORAT, EN 1969

| Discipline | Nombre de diplômés embauchés | Salaire initial en dollars par mois | | | | | |
|---|------------------------------|-------------------------------------|-----|-----|--------|-------|-------|
| | | Moyen | D1 | Q1 | Médian | Q3 | D9 |
| Arts | 43 | 932 | 817 | 817 | 890 | 1,016 | 1,100 |
| Sciences | 97 | 915 | 875 | 875 | 900 | 950 | 1,050 |
| Commerce et administration des affaires | — | — | — | — | — | — | — |
| Génie | 35 | 948 | 833 | 900 | 933 | 1,025 | 1,025 |
| Autres | 8 | 1,039 | 842 | 842 | 1,000 | 1,170 | 1,350 |
| Autres | | | | | | | 842 |

TABLEAU XXIII:
TAUX DE SALAIRES, MOYENS, MÉDIANS, DOMINANTS, DÉCILES
ET QUARTILES EN DOLLARS, PAR MOIS POUR LES DIPLÔMÉS
AU NIVEAU DU DOCTORAT, EN 1970

| Discipline | Nombre de diplômés demandés | Salaire initial en dollars par mois | | | | | |
|---|-----------------------------|-------------------------------------|-----|-----|--------|-------|-------|
| | | Moyen | D1 | Q1 | Médian | Q3 | D9 |
| Arts | 37 | 938 | 833 | 890 | 890 | 1,000 | 1,183 |
| Sciences | 75 | 945 | 755 | 900 | 950 | 1,040 | 1,050 |
| Commerce et administration des affaires | — | — | — | — | — | — | — |
| Génie | 20 | 973 | 900 | 915 | 975 | 1,008 | 1,050 |
| Autres | 2 | — | — | — | — | — | — |
| Autres | | | | | | | 1,000 |

Au niveau du baccalauréat, l'écart entre le premier et le neuvième décile représente notamment environ 20 pour cent ou approximativement \$100 par mois. Cependant l'écart est beaucoup plus mince pour les diplômés en génie et atteint à peine un peu moins de 7 pour cent. En ce qui a trait aux détenteurs d'un grade de la maîtrise, l'écart pour les diplômés en arts et en science est d'environ 30 pour cent, pour les diplômés en commerce, de plus de 50 pour cent, et pour ceux en génie, inférieur à 15 pour cent. Les titulaires du doctorat en arts et en sciences ont indiqué un écart moyen d'à peu près 40 pour cent, ceux du doctorat en génie en indiquant un toutefois de moins de 17 pour cent.

L'importance du taux dominant pour les diplômés en arts avec spécialisation s'explique par le grand nombre d'employeurs qui engagent ces diplômés en leur offrant le maximum de l'échelle des salaires. Cependant la situation inverse caractérise plutôt les grades supérieurs.

TABLEAU XIX:
TAUX DE SALAIRES MOYENS, MÉDIANS, DOMINANTS, DÉCILES,
ET QUARTILES, EN DOLLARS, PAR MOIS, POUR LES DIPLÔMÉS
AU NIVEAU DU BACCALAUTURÉAT, EN 1970

| Discipline | Nombre de diplômés demandés | Salaire initial en dollars par mois | | | | | |
|-------------------------------|-----------------------------|-------------------------------------|-----|-----|--------|-----|-----|
| | | Moyen | D1 | Q1 | Médian | Q3 | D9 |
| Arts, sans spécialisation | 622 | 539 | 502 | 520 | 540 | 560 | 608 |
| Arts, avec spécialisation | 190 | 605 | 550 | 580 | 590 | 660 | 660 |
| Sciences, sans spécialisation | 390 | 590 | 543 | 565 | 590 | 620 | 657 |
| Sciences, avec spécialisation | 282 | 636 | 549 | 600 | 630 | 660 | 700 |
| Commerce, sans spécialisation | 738 | 572 | 535 | 550 | 572 | 590 | 608 |
| Commerce, avec spécialisation | 314 | 608 | 580 | 594 | 600 | 615 | 700 |
| Génie | 1,321 | 656 | 636 | 645 | 650 | 660 | 645 |

TABLEAU XX:
TAUX DE SALAIRES MOYENS, MÉDIANS, DOMINANTS, DÉCILES,
ET QUARTILES, EN DOLLARS, PAR MOIS POUR LES DIPLÔMÉS
AU NIVEAU DE LA MAÎTRISE, EN 1969

| Discipline | Nombre de diplômés embauchés | Salaire initial en dollars par mois | | | | | |
|---|------------------------------|-------------------------------------|-----|-----|--------|-----|-----|
| | | Moyen | D1 | Q1 | Médian | Q3 | D9 |
| Arts | 215 | 680 | 617 | 625 | 645 | 725 | 801 |
| Sciences | 124 | 711 | 602 | 646 | 708 | 754 | 801 |
| Commerce et administration des affaires | 173 | 763 | 550 | 690 | 758 | 825 | 940 |
| Génie | 129 | 733 | 690 | 705 | 720 | 750 | 825 |
| | | | | | | | 710 |

Arts, sciences, commerce et génie, par industrie

Les tableaux X à XVII portent sur la répartition par industrie des postes et des salaires offerts aux diplômés en arts, en sciences, en commerce et en génie.

Tous les secteurs industriels, à l'exception des bureaux de comptables agréés, ont signalé une baisse, entre 1969 et 1970, au chapitre de la demande de diplômés en arts et en sciences à tous les niveaux d'étude, bien que les taux salariaux s'y accrurent. Au contraire, il y eut une plus forte demande pour des titulaires d'un baccalauréat en génie et en commerce et une hausse salariale correspondante. Aux niveaux des grades supérieurs, la demande a toutefois subi une baisse, bien que les salaires s'y soient encore accrus. Il est à remarquer naturellement que tous les employés d'un secteur industriel donné ne suivent pas la tendance générale de ce secteur.

Les employeurs des stagiaires de bureaux de comptables agréés ont signalé certaines des hausses de pourcentage les plus élevées pour les diplômés de presque tous les groupes de disciplines et l'augmentation salariale y fut supérieure à la hausse moyenne enregistrée par tous les secteurs industriels en général.

Les industries des services, suivies des firmes de comptables agréés et des compagnies de finance et d'assurance, emploient le plus grand nombre de diplômés en arts, alors que la fabrication emploie le plus grand nombre des diplômés en génie.

Les compagnies du secteur des transports et des communications ont plus que doublé les postes ouverts aux diplômés en commerce, et celles du commerce en gros et de détail ont presque triplé les leurs de 1969 à 1970.

Taux de salaires moyens, médians, dominants, déciles et quartiles

Les tableaux XVIII à XXIII sont présentés de telle sorte que l'on puisse examiner la répartition des salaires versés aux nouveaux diplômés par les employeurs qui ont répondu à cette enquête. On pourra constater qu'il y a, à tous les niveaux d'étude, une grande différence dans les salaires initiaux moyens offerts aux diplômés d'une même faculté.

TABLEAU XVIII:
TAUX DE SALAIRES MOYENS, MÉDIANS, DOMINANTS, DÉCILES,
ET QUARTILES, EN DOLLARS, PAR MOIS, POUR LES DIPLOMÉS
AU NIVEAU DU BACCALAUREAT, EN 1969

| Discipline | Nombre de diplômés | Salaire initial en dollars par mois | | | | | |
|-------------------------------|-----------------------|-------------------------------------|-----|-----|--------|-----|-----|
| | | Moyen | D1 | Q1 | Médian | Q3 | D9 |
| Arts, sans spécialisation | 874 | 523 | 476 | 497 | 527 | 550 | 592 |
| Arts, avec spécialisation | 273 | 584 | 546 | 550 | 580 | 625 | 634 |
| Sciences, sans spécialisation | 519 | 560 | 500 | 525 | 554 | 592 | 648 |
| Sciences, avec spécialisation | 332 | 607 | 511 | 590 | 600 | 634 | 650 |
| Commerce, sans spécialisation | 541 | 547 | 490 | 502 | 550 | 583 | 600 |
| Commerce, avec spécialisation | 248 | 587 | 550 | 575 | 585 | 597 | 625 |
| Génie | 1,180 | 637 | 612 | 625 | 631 | 657 | 660 |
| Arts, sans spécialisation | 500 | 523 | 476 | 497 | 527 | 550 | 592 |
| Arts, avec spécialisation | 273 | 584 | 546 | 550 | 580 | 625 | 634 |
| Sciences, sans spécialisation | 519 | 560 | 500 | 525 | 554 | 592 | 648 |
| Sciences, avec spécialisation | 332 | 607 | 511 | 590 | 600 | 634 | 650 |
| Commerce, sans spécialisation | 541 | 547 | 490 | 502 | 550 | 583 | 600 |
| Commerce, avec spécialisation | 248 | 587 | 550 | 575 | 585 | 597 | 625 |
| Génie | 1,180 | 637 | 612 | 625 | 631 | 657 | 660 |
| Dominant | | | | | | | |

TABLEAU XVII
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
PAR INDUSTRIE, POUR LES DIPLÔMÉS EN GÉNIE, EN 1969

| INDUSTRIES | BACCALAURÉAT | | | MAÎTRISE | | | DOCTORAT | |
|-------------------------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|
| | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés |
| TOUTES INDUSTRIES | 178 | 1180 | 637 | 56 | 127 | 733 | 17 | 35 |
| Mines et combustibles | | | | | | | | |
| (total) | 30 | 266 | 646 | 13 | 25 | 735 | 3 | 7 |
| Mines et combustibles | 11 | 110 | 672 | 5 | 8 | 750 | 1 | 1 |
| Pétrole | 19 | 156 | 626 | 8 | 17 | 728 | 2 | 6 |
| Fabrication (total) | 75 | 501 | 637 | 17 | 49 | 742 | 3 | 9 |
| Biens durables | 34 | 287 | 636 | 12 | 34 | 754 | 1 | 4 |
| Biens non-durables | 29 | 103 | 642 | 3 | 3 | — | — | — |
| Biens chimiques | 12 | 111 | 637 | 2 | 12 | — | 2 | 5 |
| Construction | 7 | 25 | 650 | 1 | 4 | — | — | — |
| Transports et communications | 13 | 119 | 623 | 4 | 6 | 721 | — | — |
| Services publics | 10 | 66 | 632 | 2 | 2 | — | — | — |
| Commerce de gros et de détail | — | — | — | — | — | — | — | — |
| Finance et assurances | 1 | 1 | — | — | — | — | — | — |
| Services | 40 | 196 | 638 | 19 | 41 | 717 | 11 | 19 |
| Maisons de comptables agréés | 2 | 6 | — | — | — | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU XVI
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
PAR INDUSTRIE, POUR LES DIPLÔMÉS EN GÉNIE, EN 1970

| INDUSTRIES | BACCALAURÉAT | | | MAÎTRISE | | | DOCTORAT | | |
|-------------------------------------|---------------------|---------------------------|------------------|---------------------|---------------------------|------------------|---------------------|---------------------------|------------------|
| | Nombre d'employeurs | Nombre de diplômés requis | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés requis | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés requis | Salaire moyen \$ |
| TOUTES INDUSTRIES | 164 | 1321 | 656 | 37 | 119 | 761 | 13 | 20 | 973 |
| Mines et combustibles | | | | | | | | | |
| (total) | 28 | 332 | 673 | 9 | 51 | 761 | 2 | 4 | — |
| <i>Mines et combustibles</i> | 13 | 161 | 692 | 4 | 20 | 762 | 1 | 1 | — |
| <i>Pétrole</i> | 15 | 171 | 656 | 5 | 31 | 759 | 1 | 3 | — |
| Fabrication (total) | 84 | 617 | 652 | 14 | 32 | 788 | 5 | 6 | 979 |
| <i>Biens durables</i> | 40 | 380 | 652 | 9 | 26 | 788 | 3 | 4 | — |
| <i>Biens non-durables</i> | 33 | 131 | 655 | 2 | 2 | — | 1 | 1 | — |
| <i>Biens chimiques</i> | 11 | 106 | 651 | 3 | 4 | — | 1 | 1 | — |
| Construction | 5 | 18 | 663 | 1 | 1 | — | — | — | — |
| Transports et communications | 10 | 156 | 642 | — | — | — | — | — | — |
| Services publics | 9 | 38 | 652 | — | — | — | — | — | — |
| Commerce de gros et de détail | — | — | — | — | — | — | — | — | — |
| Finance et assurances | — | — | — | — | — | — | — | — | — |
| Services | 25 | 148 | 648 | 13 | 35 | 740 | 6 | 10 | 943 |
| Maisons de comptables agréés | 3 | 12 | 592 | — | — | — | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU XV
LA DEMANDE ET LE SALAIRE INITIAL MOYEN PAR INDUSTRIE, POUR LES
DIPLOMÉS EN COMMERCE, ET ADMINISTRATION DES AFFAIRES, EN 1969

| INDUSTRIES | BACCALAURÉAT | | | | | | GRADES SUPÉRIEURS | | | | | |
|---|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|
| | SANS SPÉCIALISATION | | | AVEC SPÉCIALISATION | | | MAÎTRISE | | | DOCTORAT | | |
| | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ |
| TOUTES INDUSTRIES | 95 | 541 | 547 | 45 | 248 | 587 | 62 | 173 | 763 | — | — | — |
| Mines et combustibles (total) | 13 | 39 | 585 | 6 | 47 | 580 | 4 | 16 | 757 | — | — | — |
| Mines et combustibles | 4 | 10 | 609 | 2 | 3 | — | 1 | 2 | — | — | — | — |
| Pétrole | 9 | 29 | 578 | 4 | 44 | 571 | 3 | 14 | 736 | — | — | — |
| Fabrication (total) | 28 | 130 | 572 | 16 | 72 | 594 | 22 | 60 | 827 | — | — | — |
| Biens durables | 8 | 71 | 583 | 6 | 21 | 595 | 9 | 24 | 841 | — | — | — |
| Biens non-durables | 16 | 44 | 555 | 7 | 21 | 595 | 8 | 25 | 845 | — | — | — |
| Biens chimiques | 4 | 15 | 567 | 3 | 30 | 592 | 5 | 11 | 757 | — | — | — |
| Construction | 1 | 1 | — | — | — | — | — | — | — | — | — | — |
| Transports et communications | 7 | 29 | 519 | 4 | 14 | 561 | 6 | 14 | 767 | — | — | — |
| Services publics | 4 | 10 | 572 | 1 | 2 | — | 2 | 3 | — | — | — | — |
| Commerce de gros et de détail | 4 | 39 | 550 | 1 | 22 | — | — | — | — | — | — | — |
| Finance et assurances | 16 | 115 | 540 | 12 | 64 | 589 | 10 | 27 | 778 | — | — | — |
| Services | 18 | 55 | 550 | 5 | 27 | 583 | 15 | 31 | 776 | — | — | — |
| Maisons de comptables agréés | 4 | 123 | 518 | — | — | — | 3 | 22 | 551 | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU XIV
LA DEMANDE ET LE SALAIRE INITIAL MOYEN PAR INDUSTRIE, POUR LES
DIPLOMÉS EN COMMERCE, ET ADMINISTRATION DES AFFAIRES, EN 1970

| INDUSTRIES | BACCALaurÉAT | | | | | | GRADES SUPÉRIEURS | | | | | |
|--|-----------------------------|--------------------------------------|------------------------|-----------------------------|--------------------------------------|------------------------|-----------------------------|--------------------------------------|------------------------|-----------------------------|--------------------------------------|------------------------|
| | SANS SPÉCIALISATION | | | AVEC SPÉCIALISATION | | | MAÎTRISE | | | DOCTORAT | | |
| | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ |
| TOUTES INDUSTRIES | 82 | 738 | 572 | 44 | 314 | 608 | 57 | 170 | 808 | — | — | — |
| Mines et combustibles (total) | 9 | 28 | 611 | 7 | 56 | 611 | 4 | 20 | 771 | — | — | — |
| Mines et combustibles | 3 | 7 | 655 | 3 | 9 | 720 | 1 | 1 | — | — | — | — |
| Pétrole | 6 | 21 | 597 | 4 | 47 | 591 | 3 | 19 | 765 | — | — | — |
| Fabrication (total) | 31 | 138 | 587 | 16 | 78 | 620 | 26 | 73 | 850 | — | — | — |
| Biens durables | 15 | 81 | 597 | 7 | 45 | 644 | 7 | 21 | 878 | — | — | — |
| Biens non-durables | 13 | 42 | 572 | 7 | 28 | 583 | 12 | 30 | 837 | — | — | — |
| Biens chimiques | 3 | 15 | 583 | 2 | 5 | — | 7 | 22 | 842 | — | — | — |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transports et communications | 7 | 67 | 575 | 2 | 37 | — | 3 | 5 | 799 | — | — | — |
| Services publics | 2 | 4 | — | 2 | 2 | — | 3 | 5 | 801 | — | — | — |
| Commerce de gros et de détail | 5 | 110 | 565 | 2 | 48 | — | 1 | 2 | — | — | — | — |
| Finance et assurances | 12 | 105 | 571 | 10 | 61 | 599 | 7 | 10 | 850 | — | — | — |
| Services | 13 | 43 | 567 | 4 | 28 | 610 | 11 | 26 | 851 | — | — | — |
| Maisons de comptables agréés | 4 | 243 | 561 | 1 | 4 | — | 3 | 19 | 594 | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABEAU XIII
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
PAR INDUSTRIE, POUR LES DIPLOMÉS EN SCIENCE, EN 1969

| INDUSTRIES | BACCALAURÉAT | | | | | | GRADES SUPÉRIEURS | | | | | |
|---|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|
| | SANS SPÉCIALISATION | | | AVEC SPÉCIALISATION | | | MAÎTRISE | | | DOCTORAT | | |
| | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ |
| TOUTES INDUSTRIES | 102 | 509 | 560 | 57 | 333 | 607 | 56 | 124 | 711 | 25 | 97 | 915 |
| Mines et combustibles (total) | 18 | 72 | 616 | 11 | 71 | 627 | 7 | 26 | 741 | 3 | 4 | — |
| Mines et combustibles | 8 | 29 | 613 | 3 | 16 | 623 | — | — | — | — | — | — |
| Pétrole | 10 | 43 | 618 | 8 | 55 | 628 | 7 | 26 | 741 | 3 | 4 | — |
| Fabrication (total) | 26 | 134 | 547 | 19 | 107 | 621 | 14 | 22 | 726 | 6 | 19 | 1011 |
| Biens durables | 13 | 71 | 567 | 5 | 61 | 635 | 4 | 11 | 785 | 2 | 7 | — |
| Biens non-durables | 10 | 59 | 519 | 8 | 22 | 598 | 7 | 8 | 635 | 2 | 3 | — |
| Biens chimiques | 3 | 4 | 573 | 6 | 24 | 605 | 3 | 3 | — | 2 | 9 | — |
| Construction | 1 | 1 | — | — | — | — | 1 | 1 | — | — | — | — |
| Transports et communications | 7 | 17 | 520 | 3 | 11 | 624 | 1 | 1 | — | 1 | 1 | — |
| Services publics | 1 | 2 | — | 2 | 2 | — | — | — | — | — | — | — |
| Commerce de gros et de détail | 1 | 1 | — | — | — | — | — | — | — | — | — | — |
| Finance et assurances | 14 | 71 | 526 | 9 | 25 | 644 | 6 | 8 | 650 | — | — | — |
| Services | 32 | 199 | 571 | 12 | 116 | 555 | 27 | 66 | 700 | 15 | 73 | 892 |
| Maisons de comptables agréés | 2 | 12 | — | 1 | 1 | — | — | — | — | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU XII
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
PAR INDUSTRIE, POUR LES DIPLOMÉS EN SCIENCE, EN 1969

| INDUSTRIES | BACCALAURÉAT | | | | | | GRADES SUPÉRIEURS | | | | | |
|-------------------------------------|--------------------------|-----------------------------------|------------------------|--------------------------|-----------------------------------|------------------------|--------------------------|-----------------------------------|------------------------|--------------------------|-----------------------------------|------------------------|
| | SANS SPÉCIALISATION | | | AVEC SPÉCIALISATION | | | MAÎTRISE | | | DOCTORAT | | |
| | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ | Nombre d'em- ployeurs | Nombre de diplô- més requis | Salaire moyen \$ |
| TOUTES INDUSTRIES | 66 | 385 | 590 | 49 | 282 | 636 | 31 | 74 | 761 | 24 | 76 | 945 |
| Mines et combustibles | | | | | | | | | | | | |
| (total) | 13 | 68 | 654 | 11 | 52 | 663 | 9 | 21 | 778 | 2 | 5 | - |
| Mines et combustibles | 3 | 9 | 676 | 3 | 11 | 711 | 1 | 1 | - | - | - | - |
| Pétrole | 10 | 59 | 651 | 8 | 41 | 651 | 8 | 20 | 774 | 2 | 5 | - |
| Fabrication (total) | 18 | 90 | 581 | 17 | 89 | 660 | 5 | 12 | 787 | 10 | 23 | 989 |
| Biens durables | 6 | 42 | 584 | 7 | 63 | 666 | 2 | 6 | - | 2 | 4 | - |
| Biens non-durables | 10 | 45 | 578 | 4 | 11 | 647 | 1 | 1 | - | 4 | 7 | 1026 |
| Biens chimiques | 2 | 3 | - | 6 | 15 | 644 | 2 | 5 | - | 4 | 12 | 977 |
| Construction | - | - | - | - | - | - | - | - | - | - | - | - |
| Transports et communications | 5 | 17 | 583 | 1 | 6 | - | - | - | - | - | - | - |
| Services publics | - | - | - | 2 | 2 | - | - | - | - | - | - | - |
| Commerce de gros et de détail | 1 | 1 | - | - | - | - | - | - | - | - | - | - |
| Finance et assurances | 9 | 44 | 546 | 10 | 25 | 610 | 3 | 5 | 685 | - | - | - |
| Services | 17 | 132 | 585 | 8 | 108 | 611 | 14 | 36 | 752 | 12 | 48 | 916 |
| Maisons de comptables agréés | 3 | 33 | 570 | - | - | - | - | - | - | - | - | - |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU XI
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
PAR INDUSTRIE, POUR LES DIPLÔMÉS EN ARTS, EN 1969

| INDUSTRIES | BACCALAURÉAT | | | | | | GRADES SUPÉRIEURS | | | | | |
|---|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|---------------------|------------------------------|------------------|
| | SANS SPÉCIALISATION | | | AVEC SPÉCIALISATION | | | MAÎTRISE | | | DOCTORAT | | |
| | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ | Nombre d'employeurs | Nombre de diplômés embauchés | Salaire moyen \$ |
| TOUTES INDUSTRIES | 119 | 836 | 523 | 33 | 273 | 584 | 38 | 215 | 680 | 12 | 43 | 932 |
| Mines et combustibles (total) | 4 | 10 | 515 | 3 | 21 | 557 | 1 | 1 | — | — | — | — |
| Mines et combustibles | 1 | 1 | — | 1 | 1 | — | — | — | — | — | — | — |
| Pétrole | 3 | 9 | 517 | 2 | 20 | — | 1 | 1 | — | — | — | — |
| Fabrication (total) | 24 | 111 | 557 | 7 | 63 | 620 | 3 | 9 | 741 | 1 | 1 | — |
| Biens durables | 9 | 74 | 565 | 2 | 49 | — | 2 | 8 | — | 1 | 1 | — |
| Biens non-durables | 11 | 31 | 536 | 5 | 14 | 577 | 1 | 1 | — | — | — | — |
| Biens chimiques | 4 | 6 | 560 | — | — | — | — | — | — | — | — | — |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transports et communications | 8 | 30 | 509 | 1 | 4 | — | 2 | 5 | — | — | — | — |
| Services publics | — | — | — | — | — | — | — | — | — | — | — | — |
| Commerce de gros et de détail | 5 | 46 | 521 | 1 | 30 | — | — | — | — | — | — | — |
| Finance et assurances | 21 | 158 | 521 | 10 | 27 | 579 | 5 | 12 | 655 | 1 | 1 | — |
| Services | 53 | 407 | 524 | 10 | 115 | 567 | 27 | 188 | 679 | 10 | 41 | 936 |
| Maisons de comptables agréés | 4 | 74 | 492 | 1 | 13 | 546 | — | — | — | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU X
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
PAR INDUSTRIE, POUR LES DIPLOMÉS EN ARTS, EN 1970

| INDUSTRIES | BACCALaurÉAT | | | | | | GRADES SUPÉRIEURS | | | | | |
|-------------------------------|---------------------|---------------------------|-------------------|---------------------|---------------------------|-------------------|---------------------|---------------------------|-------------------|---------------------|---------------------------|-------------------|
| | SANS SPÉCIALISATION | | | AVEC SPÉCIALISATION | | | MAÎTRISE | | | DOCTORAT | | |
| | Nombre d'employeurs | Nombre de diplômés requis | Salaires moyen \$ | Nombre d'employeurs | Nombre de diplômés requis | Salaires moyen \$ | Nombre d'employeurs | Nombre de diplômés requis | Salaires moyen \$ | Nombre d'employeurs | Nombre de diplômés requis | Salaires moyen \$ |
| TOUTES INDUSTRIES | 73 | 587 | 539 | 29 | 190 | 605 | 26 | 147 | 685 | 10 | 37 | 938 |
| Mines et combustibles | | | | | | | | | | | | |
| (total) | 3 | 7 | 599 | 2 | 12 | — | 2 | 3 | — | — | — | — |
| Mines et combustibles | 1 | 1 | — | — | — | — | — | — | — | — | — | — |
| Pétrole | 2 | 6 | — | 2 | 12 | — | 2 | 3 | — | — | — | — |
| Fabrication (total) | 16 | 80 | 567 | 5 | 58 | 656 | 5 | 10 | 753 | — | — | — |
| Biens durables | 5 | 52 | 576 | 2 | 54 | — | 2 | 7 | — | — | — | — |
| Biens non-durables | 9 | 25 | 547 | 3 | 4 | — | — | — | — | — | — | — |
| Biens chimiques | 2 | 3 | — | — | — | — | 3 | 3 | — | — | — | — |
| Construction | — | — | — | — | — | — | — | — | — | — | — | — |
| Transports et communications | 5 | 17 | 547 | 2 | 7 | — | 1 | 1 | — | — | — | — |
| Services publics | — | — | — | — | — | — | — | — | — | — | — | — |
| Commerce de gros et de détail | 3 | 17 | 542 | 3 | 18 | 598 | — | — | — | — | — | — |
| Finance et assurances | 19 | 114 | 541 | 8 | 14 | 585 | 2 | 6 | — | 1 | 1 | — |
| Services | 22 | 233 | 527 | 7 | 71 | 577 | 16 | 127 | 682 | 9 | 36 | 937 |
| Maisons de comptables agréés | 5 | 119 | 529 | 2 | 10 | — | — | — | — | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

TABLEAU IX
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
POUR LES DIPLOMÉS AU NIVEAU DU DOCTORAT EN 1969 ET 1970

| DISCIPLINE | | 1969 | | | 1970 | | |
|---------------------------|-------------------------|---------------------------------|------------------------|-------------------------|---------------------------------|------------------------|--|
| | Nombre d'em- ploeurs | Nombre de diplômés requis | \$ Salaire moyen | Nombre d'em- ploeurs | Nombre de diplômés requis | \$ Salaire moyen | |
| TOTAL-FACULTÉS | 61 | 183 | 930 | 50 | 137 | 943 | |
| TOTAL-ARTS | 12 | 43 | 932 | 10 | 37 | 938 | |
| Psychologie | 6 | 10 | 1009 | 3 | 5 | 989 | |
| Autres | 10 | 33 | 908 | 11 | 32 | 924 | |
| TOTAL-SCIENCES | 25 | 97 | 915 | 23 | 76 | 945 | |
| Chimie | 7 | 17 | 990 | 10 | 20 | 990 | |
| Mathématiques | 5 | 8 | 903 | 3 | 3 | — | |
| Physique | 5 | 12 | 931 | 4 | 7 | 1031 | |
| Autres | 12 | 60 | 892 | 10 | 46 | 906 | |
| TOTAL-GÉNIE | 17 | 35 | 948 | 13 | 20 | 973 | |
| Chimie | 5 | 12 | 999 | 2 | 4 | — | |
| Autres | 12 | 23 | 922 | 11 | 16 | 956 | |
| AUTRES FACULTÉS | 7 | 8 | 1039 | 3 | 4 | — | |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

Le déclin des taux de salaires initiaux que subirent les diplômés du baccalauréat en service social, entre 1969 et 1970, soit de 6.3 pour cent, constitue une exception à signaler. Cependant, au niveau de la maîtrise en service social, la demande s'accrut de plus de 25 pour cent et les salaires, presque de 2 pour cent.

Pour nombre de disciplines, dans le groupe des professions libérales, les salaires sont plus élevés que les salaires offerts aux bacheliers dans d'autres branches. Les diplômés en pharmacie ont une augmentation de 5,6 pour cent par rapport à 1969 et leur salaire de début, maintenant à \$712 par mois, est le salaire le plus élevé offert à des diplômés du premier grade, selon l'enquête.

Au niveau de la maîtrise, alors que la demande s'est accrue presque de 40 pour cent, le relèvement salarial moyen pour toutes les disciplines n'a atteint que 1,5 pour cent. Les diplômés en service social jouirent de la hausse la plus considérable, alors que la plus forte diminution, soit de 6,1 pour cent, échoua aux détenteurs d'un grade en agriculture.

Doctorats en arts, en sciences et en génie

Nous avons très peu de données sur les salaires, par discipline, au niveau du doctorat et nous n'avons à peu près pas de données pouvant servir de points de comparaison. Le tableau IX renferme certains renseignements sur les nouveaux diplômés au niveau du doctorat dans certaines disciplines susceptibles d'intéresser davantage les employeurs.

TABLEAU VIII

LA DEMANDE ET LE SALAIRE INITIAL MOYEN
POUR LES DIPLOMÉS EN GÉNIE ET AUTRES SPÉCIALITÉS EN 1969

| DISCIPLINE | BACCALAURÉAT | | | MAÎTRISE | | |
|--|-------------------------|---|------------------------|----------------------------|---|------------------------|
| | Nombre d'em- ploeurs | Nombre de diplômés em- bauchés | Salaire moyen \$ | Nombre d'em- ploeurs | Nombre de diplômés em- bauchés | Salaire moyen \$ |
| TOTAL-GÉNIE (toutes disciplines) | 178 | 1180 | 637 | 56 | 127 | 733 |
| Génie toutes spécialisations(1) | 40 | 466 | 636 | 14 | 39 | 736 |
| Chimique | 48 | 134 | 636 | 8 | 11 | 716 |
| Civil | 44 | 170 | 630 | 12 | 23 | 720 |
| Electrique | 49 | 166 | 628 | 13 | 30 | 731 |
| Industriel | 16 | 24 | 632 | 1 | 1 | — |
| Mécanique | 79 | 159 | 627 | 8 | 11 | 750 |
| Métallurgique | 9 | 21 | 668 | 4 | 5 | 755 |
| Minier | 9 | 24 | 684 | 3 | 4 | — |
| Physique | 5 | 5 | 631 | 1 | 2 | — |
| Autres | 4 | 11 | 652 | 1 | 1 | — |
| TOTAL-PROFESSIONS LIBÉRALES ET AUTRES DISCIPLINES | 215 | 2865 | 559 | 69 | 320 | 660 |
| Agriculture | 21 | 64 | 582 | 7 | 12 | 788 |
| Architecture | 5 | 8 | 720 | — | — | — |
| Education | 44 | 2374 | 558 | 17 | 189 | 654 |
| Sciences forestières | 11 | 30 | 608 | 1 | 2 | — |
| Sciences domestiques | 17 | 34 | 554 | 1 | 3 | — |
| Journalisme | 3 | 8 | 540 | — | — | — |
| Droit | 9 | 19 | 672 | — | — | — |
| Droit (stagiaires) | 3 | 19 | 333 | — | — | — |
| Bibliothéconomie | 20 | 65 | 573 | 13 | 22 | 652 |
| Médecine (D.M.) | 1 | 36 | — | — | — | — |
| Sciences infirmières | 16 | 47 | 584 | 3 | 4 | — |
| Pharmacie | 10 | 30 | 674 | 1 | 1 | — |
| Education physique | 18 | 47 | 597 | 4 | 5 | 693 |
| Physiothérapie | 9 | 26 | 525 | — | — | — |
| Science du secrétariat (grade) | 4 | 17 | 397 | — | — | — |
| Service social | 15 | 27 | 584 | 18 | 62 | 679 |
| Médecine vétérinaire | 1 | 2 | — | — | — | — |
| Autres | 8 | 12 | 599 | 3 | 20 | 524 |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.
1) Employeurs qui versent le même salaire aux diplômés de toutes les disciplines d'une même faculté.

TABEAU VII
LA DEMANDE ET LE SALAIRE INITIAL MOYEN
POUR LES DIPLÔMÉS EN GÉNIE ET AUTRES SPÉCIALITÉS EN 1970

| DISCIPLINE | BACCALURÉAT | | | MAÎTRISE | | |
|---|------------------------------------|------------------------|--------------------------------|--------------------------------|------------------------|--------------------------------|
| | Nombre d'ém- ploym- s requis | Salair- moyen \$ | Nombre d'ém- ploym- s | Nombre d'ém- ploym- s | Salair- moyen \$ | Nombre d'ém- ploym- s |
| TOTAL-GÉNIE (toutes disciplines) | 164 | 1321 | 656 | 37 | 119 | 761 |
| Génie toutes spécialisations (1) | 37 | 464 | 659 | 8 | 21 | 795 |
| Chimique | 42 | 148 | 656 | 13 | 20 | 755 |
| Civil | 40 | 153 | 649 | 13 | 22 | 727 |
| Electrique | 64 | 204 | 653 | 5 | 12 | 733 |
| Industriel | 24 | 40 | 653 | 2 | 2 | — |
| Mécanique | 72 | 219 | 663 | 10 | 25 | 770 |
| Métallurgique | 9 | 31 | 667 | 5 | 6 | 769 |
| Minier | 11 | 37 | 698 | 4 | 9 | 779 |
| Physique | 5 | 6 | 668 | 1 | 1 | — |
| Autres | 7 | 19 | 665 | 1 | 1 | — |
| TOTAL-PROFESSIONS LIBÉRALES | 145 | 3455 | 601 | 55 | 447 | 670 |
| Agriculture | 13 | 29 | 596 | 3 | 5 | 740 |
| Architecture | 3 | 4 | — | 1 | 1 | — |
| Art dentaire | — | — | — | — | — | — |
| Education | 34 | 3092 | 602 | 15 | 314 | 661 |
| Sciences forestières | 8 | 49 | 654 | 1 | 1 | — |
| Sciences domestiques | 11 | 27 | 556 | 2 | 10 | — |
| Journalismes | 1 | 2 | — | — | — | — |
| Droit | 9 | 21 | 740 | — | — | — |
| Droit (stagiaires) | 4 | 27 | 390 | — | — | — |
| Bibliothéconomie | 16 | 53 | 608 | 5 | 11 | 638 |
| Médecine (D.M.) | 1 | 36 | — | — | — | — |
| Sciences infirmières (grade seulement) | 7 | 8 | 596 | 1 | 4 | — |
| Pharmacie | 9 | 33 | 712 | 1 | 1 | — |
| Education physique | 6 | 34 | 591 | 4 | 7 | 696 |
| Physiothérapie | 8 | 11 | 547 | — | — | — |
| Science du secrétariat (grade) | — | — | — | — | — | — |
| Service social | 11 | 24 | 547 | 18 | 78 | 690 |
| Médecine vétérinaire | — | — | — | — | — | — |
| Autres | 3 | 5 | 518 | 3 | 15 | 675 |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.
 1) Employeurs qui versent le même salaire aux diplômés de toutes les disciplines d'une même faculté.

La hausse salariale la plus élevée en pourcentage, soit de 17 pour cent, revint aux diplômés employés comme étudiants clercs dans un cabinet d'avocat.

L'offre d'emplois aux diplômés en agriculture, en économie domestique, en bibliothéconomie, en sciences infirmières, en éducation physique, en physiothérapie et en service social, accusa une baisse.

Dans les professions libérales et les autres disciplines, la hausse globale de la demande au niveau du baccalauréat dépassa légèrement les 20 pour cent, les salaires augmentant en moyenne de 7,5 pour cent. La hausse numérique la plus considérable revint aux diplômés en éducation, mais ceci résulte du fait que les diplômés en arts et en sciences employés par les commissions scolaires, lesquelles ont ajouté aux conditions requises la formation pédagogique, sont inclus, cette année pour la première fois, à la section portant sur l'éducation. Les hausses de pourcentage les plus élevées, soit de 63 pour cent et de 42 pour cent, furent rapportées respectivement par la foresterie et par la cléricature en droit.

Au niveau de la maîtrise, il y eut une légère baisse au chapitre de la demande totale de diplômés; les salaires ont toutefois augmenté, dans toutes les disciplines, en moyenne d'un peu moins de 4 pour cent.

Les tableaux VII et VIII présentent des données sur ceux qui finissent leurs études dans les disciplines du génie, dans les professions libérales ou dans les autres disciplines. L'augmentation de 12 pour cent, dans la demande des bacheliers pour toutes les disciplines du génie, s'explique par une baisse de 10 pour cent de la demande d'ingénieurs civils et par diverses augmentations de pourcentage dans les autres disciplines. La hausse salariale globale pour toutes les disciplines du génie fut en moyenne de trois pour cent. La seule discipline qui enregistra une diminution fut le génie métallurgique, mais celle-ci ne fut que d'un dollar par mois. Les plus fortes augmentations, soit de 5,9 pour cent et de 5,7 pour cent, sont allées respectivement aux diplômés en physique et en génie mécanique.

Génie, professions libérales et autres disciplines

Il y a, de toute évidence, une augmentation de la demande de bacheliers dans toutes les disciplines, sauf en administration des affaires. Ceci s'avère d'autant plus frappant chez les diplômés employés comme stagiaires par des firmes de comptables agréées, la demande y ayant doublé entre 1969 et 1970.

En ce qui a trait au commerce, deux groupes s'y trouvent. Le premier comprend les diplômés engagés par des employeurs non soucieux de leur spécialisation particulière. Faisant suite à ceci, des taux individuels sont fournis pour diverses spécialisations où le processus de recrutement a été influencé par ce facteur.

La chute de la demande que subirent la plupart des diplômés des disciplines en arts et en sciences, entre 1969 et 1970, aux niveaux des programmes général et avec spécialisation, peut résulter du fait que les diplômés par les commissions scolaires, lesquelles ont ajouté aux conditions requises la formation pédagogique, n'y sont pas inclus cette année, étant plutôt inclus au tableau VII, dans la partie réservée à l'éducation.

Pour ce qui est du premier groupe, à savoir les diplômés du premier grade sans spécialisation, les taux de salaires initiaux, tel que prévu, ont été en général inférieurs à ceux que touchaient les diplômés spécialisés. Il est clair que là où les employeurs spécifient de fait une spécialisation particulière, les taux varient considérablement d'une discipline à une autre, surtout en arts et en sciences.

TABLEAU VI

LA DEMANDE ET LE SALAIRE INITIAL MOYEN
POUR LES DIPLOMÉS EN ARTS, SCIENCE ET COMMERCE EN 1969

| DISCIPLINE | BACCALURÉAT | | | GRADE SUPÉRIEUR | | |
|--------------------------------------|-----------------------------------|-------------------|-----------------------------------|-------------------|-----------------------------------|-------------------|
| | GÉNÉRAL | | | SPÉCIALISATION | | |
| | Nombre de diplômes em- bauchés | Salaires moyen \$ | Nombre de diplômes em- bauchés | Salaires moyen \$ | Nombre de diplômes em- bauchés | Salaires moyen \$ |
| TOTAL-ARTS | 119 | 836 | 523 | 33 | 273 | 584 |
| (toutes disciplines) | | | | | | |
| Arts sans spécialisation (1) . . | 20 | 168 | 481 | — | — | — |
| Arts toute spécialisation (2) . . | 50 | 372 | 533 | 143 | 593 | — |
| Economique | 18 | 53 | 518 | 63 | 568 | — |
| Langue et littér. angl. | 13 | 26 | 579 | 2 | — | — |
| Langue et littér. fr. | 9 | 17 | 570 | 6 | 649 | — |
| Histoire | 12 | 21 | 533 | 7 | — | — |
| Sciences politiques | 7 | 23 | 509 | 11 | 571 | — |
| Psychologie | 18 | 76 | 518 | 4 | — | — |
| Sociologie | 12 | 51 | 521 | 4 | — | — |
| Autres | 14 | 29 | 558 | 33 | 580 | — |
| TOTAL-SCIENCES | 102 | 509 | 560 | 57 | 333 | 607 |
| (toutes disciplines) | | | | | | |
| Sciences sans spécialisation (1) . . | 8 | 13 | 541 | — | — | — |
| Sciences | | | | | | |
| toute spécialisation (2) . . | 33 | 227 | 558 | 20 | 177 | 606 |
| Sciences biologiques | 13 | 28 | 552 | 3 | — | — |
| Chimie | 16 | 35 | 550 | 25 | 609 | — |
| Informatique | 16 | 58 | 523 | 5 | 604 | — |
| Géologie | 15 | 29 | 648 | 15 | 658 | — |
| Géophysique | 3 | 4 | — | 8 | 657 | — |
| Mathématiques | 33 | 84 | 561 | 18 | 576 | — |
| Métallurgie | — | — | — | 1 | 2 | — |
| Physique | 9 | 13 | 590 | 3 | 9 | 617 |
| Urbanisme | 2 | 4 | — | — | — | — |
| Autres | 6 | 14 | 535 | 10 | 19 | 635 |
| TOTAL-COMMERCE | 95 | 541 | 547 | 45 | 248 | 587 |
| (toutes disciplines) | | | | | | |
| Commerce | | | | | | |
| toute spécialisation (2) . . | 32 | 220 | 563 | 28 | 177 | 590 |
| Comptabilité | 10 | 20 | 540 | — | — | — |
| C.A. stagiaires | 4 | 123 | 518 | — | — | — |
| Commerce | 42 | 89 | 569 | 12 | 60 | 574 |
| Administration des affaires . . | 21 | 81 | 522 | 8 | 11 | 614 |
| Autres | 4 | 8 | 592 | — | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.

1) Demande des employeurs pour des diplômés d'une faculté, sans spécialisation précisée.

2) Employeurs qui versent le même salaire aux diplômés de toutes disciplines d'une même faculté.

premier grade sans spécialisation. Le deuxième comprend ceux qui détiennent un grade spécialisé ou concentré dans un domaine principal d'étude, que ce soit dans le cadre d'un programme général ou spécialisé, mais dont la discipline particulière n'importait pas à l'employeur — c'est-à-dire ceux qui ont été employés en fonction de leur faculté plutôt que de leur discipline. Le troisième groupe inclut les diplômés employés en fonction de leur spécialisation particulière. Les taux par discipline individuelle sont fournis lorsque le cas se répète assez souvent.

TABLEAU V

LA DEMANDE ET LE SALAIRE INITIAL MOYEN
POUR LES DIPLÔMÉS EN ARTS, SCIENCE ET COMMERCE EN 1970

| GRADE SUPÉRIEUR | BACCALAURÉAT | | | | MAÎTRISE | | | |
|-----------------|---|------------------|---------------------------|------------------|---------------------------|------------------|---------------------------|------------------|
| | SPECIALISATION | | GÉNÉRAL | | SPECIALISATION | | GÉNÉRAL | |
| | Nombre de diplômés requis | \$ Salaire moyen | Nombre de diplômés requis | \$ Salaire moyen | Nombre de diplômés requis | \$ Salaire moyen | Nombre de diplômés requis | \$ Salaire moyen |
| DISCIPLINE | TOTAL-ARTS (toutes disciplines) | | | | | | | |
| | 73 | 587 | 539 | 29 | 605 | 26 | 147 | 685 |
| | 14 | 86 | 530 | — | — | — | — | — |
| | 36 | 307 | 546 | 12 | 623 | 9 | 32 | 717 |
| | 14 | 48 | 546 | 12 | 591 | 9 | 20 | 691 |
| | 4 | 13 | 606 | 3 | — | 2 | 2 | — |
| | 3 | 6 | 602 | 2 | — | 3 | 40 | 664 |
| | 2 | 6 | — | 1 | — | 2 | 10 | — |
| | 3 | 12 | 522 | 1 | — | 3 | 15 | 672 |
| | 9 | 67 | 524 | 3 | 561 | 5 | 10 | 730 |
| | 8 | 25 | 547 | 2 | — | 3 | 6 | 670 |
| | 7 | 17 | 556 | 5 | 591 | 4 | 12 | 752 |
| | TOTAL-SCIENCES (toutes disciplines) | | | | | | | |
| | 66 | 385 | 590 | 49 | 636 | 31 | 74 | 761 |
| | 3 | 5 | 560 | — | — | — | — | — |
| | 28 | 221 | 591 | 18 | 637 | 10 | 32 | 758 |
| | 6 | 16 | 572 | 2 | — | 2 | 2 | — |
| | 11 | 23 | 607 | 7 | 666 | 2 | 5 | — |
| | 14 | 34 | 559 | 5 | 716 | 4 | 4 | — |
| | 12 | 19 | 674 | 9 | 676 | 6 | 9 | 793 |
| | 2 | 6 | — | 4 | 688 | 3 | 5 | 761 |
| | 14 | 48 | 569 | 13 | 60 | 7 | 13 | 735 |
| | — | — | — | — | — | — | — | — |
| | 5 | 8 | 622 | 2 | — | 2 | 2 | — |
| | 3 | 5 | — | 1 | — | 2 | 2 | — |
| | TOTAL-COMMERCE (toutes disciplines) | | | | | | | |
| | 82 | 738 | 572 | 44 | 608 | 57 | 170 | 806 |
| | 37 | 241 | 576 | 27 | 613 | 23 | 62 | 831 |
| | 10 | 30 | 578 | — | — | — | — | — |
| | 4 | 243 | 561 | 1 | — | 3 | 19 | 594 |
| | 30 | 152 | 577 | 13 | 87 | 4 | 16 | 784 |
| | 20 | 69 | 580 | 5 | 25 | 30 | 72 | 851 |
| | 3 | — | — | — | — | 1 | — | — |

Les salaires ne sont pas indiqués lorsqu'il y a moins de trois employeurs ou moins de cinq employés.
 1) Demande des employeurs pour des diplômés d'une faculté, sans spécialisation précisée.
 2) Employeurs qui versent le même salaire aux diplômés de toutes disciplines d'une même faculté.

Les tableaux V et VI indiquent les nombres de postes et les taux de salaires initiaux offerts aux diplômés en arts, en sciences et en commerce, sans spécialisation, avec spécialisation ou au niveau de la maîtrise. Trois groupes relèvent des arts et des sciences. Le premier comprend les diplômés titulaires du

Arts, sciences et commerce avec spécialisations

Il est clair tout d'abord, pour ce qui est des grades supérieures dans toutes les facultés et des grades du baccalauréat en génie, que l'ensemble des diplômés sont employés en fonction de leur discipline particulière ou leur spécialisation. En deuxième lieu, le fait qu'une forte proportion des diplômés spécialisés (c'est-à-dire ceux qui se sont considérablement spécialisés) obtiennent des emplois sans que l'on ait tenu compte de leur spécialisation surprend quelque peu. Cette proportion approche en moyenne les 60 pour cent. Le plus étrange, c'est qu'une forte proportion des diplômés de 1969 en arts, en sciences et en commerce, sans spécialisation, ont été employés en fonction d'une spécialisation précise. Ceci se vérifia de même chez les diplômés de 1970 en commerce sans spécialisation, le contraire prévalant toutefois chez les diplômés en arts et en sciences sans spécialisation.

| | | Sans spécialisation | | Avec spécialisation | | Maîtrise | |
|----------|-------|---------------------|-------------------|---------------------|-------------------|--------------|-------------------|
| ARTS | ..... | Toute sation | Spéciali- sations | Toute sation | Spéciali- sations | Toute sation | Spéciali- sations |
| | | lières | lières | lières | lières | lières | lières |
| 307 | 280 | 114 | 76 | 32 | 115 | | |
| SCIENCES | ..... | 221 | 164 | 148 | 134 | 32 | 42 |
| COMMERCE | ..... | 241 | 497 | 198 | 116 | 62 | 108 |
| GÉNIE | ..... | 464 | 857 | — | — | 21 | 98 |

TABLEAU IV
Nombre de postes offerts aux diplômés de 1970 de toute spécialisation et de spécialisations particulières

| | | Sans spécialisation | | Avec spécialisation | | Maîtrise | |
|----------|-------|---------------------|-------------------|---------------------|-------------------|--------------|-------------------|
| ARTS | ..... | Toute sation | Spéciali- sations | Toute sation | Spéciali- sations | Toute sation | Spéciali- sations |
| | | lières | lières | lières | lières | lières | lières |
| 372 | 464 | 143 | 130 | 42 | 173 | | |
| SCIENCES | ..... | 227 | 282 | 177 | 156 | 52 | 72 |
| COMMERCE | ..... | 220 | 321 | 177 | 71 | 64 | 109 |
| GÉNIE | ..... | 466 | 714 | — | — | 39 | 88 |

TABLEAU III
Nombre de postes offerts aux diplômés de 1969 de toute spécialisation et de spécialisations particulières

TABLEAU I:
NOMBRE DE POSTES ET SALAIRES MOYENS OFFERTS AUX NOUVEAUX DIPLOMÉS D'UNIVERSITÉ,
AU NIVEAU DU BACCALAURÉAT, EN 1969 ET EN 1970

| | Nombre d'employeurs | | Augmentation ou diminution | Nombre de diplômés demandés | | Augmentation ou diminution | Salaires de début \$ | | Augmentation ou diminution |
|---|---------------------|-----|----------------------------|-----------------------------|-------|----------------------------|----------------------|-----|----------------------------|
| | 69 | 70 | | 69 | 70 | | 69 | 70 | |
| Arts | | | | | | | | | |
| sans spécialisation | 119 | 73 | -38.7 | 836 | 587 | -29.8 | 523 | 539 | 3.0 |
| avec spécialisation | 33 | 29 | -12.2 | 273 | 190 | -30.5 | 584 | 605 | 3.5 |
| Sciences | | | | | | | | | |
| sans spécialisation | 102 | 66 | -35.3 | 509 | 385 | -24.4 | 560 | 590 | 5.3 |
| avec spécialisation | 57 | 49 | -14.1 | 333 | 282 | -15.4 | 607 | 636 | 4.7 |
| Commerce et administration des affaires | | | | | | | | | |
| sans spécialisation | 95 | 82 | -13.7 | 541 | 738 | 36.4 | 547 | 572 | 4.5 |
| avec spécialisation | 45 | 44 | -2.3 | 248 | 314 | 26.6 | 587 | 608 | 3.5 |
| Génie | 178 | 164 | -7.9 | 1,180 | 1,321 | 11.9 | 637 | 656 | 2.9 |

TABLEAU II:
NOMBRE DE POSTES ET SALAIRES MOYENS OFFERTS AUX NOUVEAUX DIPLOMÉS D'UNIVERSITÉ,
AU NIVEAU DE LA MAÎTRISE ET DU DOCTORAT, EN 1969 ET EN 1970

| | Nombre d'employeurs | | Augmentation ou diminution | Nombre de diplômés demandés | | Augmentation ou diminution | Salaires de début \$ | | Augmentation ou diminution |
|---|---------------------|----|----------------------------|-----------------------------|-----|----------------------------|----------------------|-----|----------------------------|
| | 69 | 70 | | 69 | 70 | | 69 | 70 | |
| Arts | | | | | | | | | |
| Maîtrise | 38 | 26 | -31.6 | 215 | 147 | -31.7 | 680 | 685 | 0.7 |
| Doctorat | 12 | 10 | -16.7 | 43 | 37 | -14.0 | 932 | 938 | 0.6 |
| Sciences | | | | | | | | | |
| Maîtrise | 56 | 31 | -44.7 | 124 | 74 | -40.4 | 711 | 761 | 7.0 |
| Doctorat | 25 | 23 | -8.0 | 97 | 76 | -21.7 | 915 | 945 | 3.2 |
| Commerce et administration des affaires | | | | | | | | | |
| Maîtrise | 62 | 57 | -8.1 | 173 | 170 | -1.8 | 763 | 808 | 5.8 |
| Doctorat | - | - | - | - | - | - | - | - | - |
| Génie | | | | | | | | | |
| Maîtrise | 56 | 57 | -34.0 | 127 | 119 | -4.1 | 733 | 761 | 3.8 |
| Doctorat | 17 | 13 | -23.6 | 35 | 20 | -42.9 | 948 | 973 | 2.6 |

PREMIÈRE PARTIE

Arts, sciences, commerce et Génie

- Vue d'ensemble -

Les tableaux 1 et 2 présentent le résultat total du rapport sur les diplômés en arts, en sciences, en génie et en commerce. Ces tableaux résument, par vastes groupes de facultés, les renseignements concernant les disciplines individuelles dont de plus amples détails viendront plus loin.

Ce sommaire n'offre pas une perspective optimiste aux titulaires du premier grade, avec ou sans spécialisation, en arts ou en sciences. Le nombre d'employeurs répondant qu'ils avaient employé des diplômés dans n'importe quel de ces quatre groupes de disciplines principales était inférieur en 1970 par rapport à celui de 1969. La demande de diplômés munis d'un baccalauréat en commerce et en génie a sensiblement augmenté, alors que la demande de diplômés en arts et en sciences a considérablement diminué en 1970.

L'augmentation des taux de salaires initiaux entre 1969 et 1970 n'est pas énorme, même si les salaires pour toutes les disciplines indiquent une certaine augmentation, allant de 2.9 pour cent pour le génie à 5.3 pour cent pour une spécialisation en science.

Quant aux diplômés au niveau de la maîtrise et du doctorat, la situation générale de la demande entre 1969 et 1970 se caractérise par une baisse dans tous les groupes de disciplines, la baisse la plus prononcée, soit de 42.9 pour cent, échouant aux titulaires d'un doctorat en génie. En général, les détenteurs d'une maîtrise en science et en commerce ont joui des hausses salariales les plus élevées, soit respectivement de 7.0 et de 5.8 pour cent, cependant que les diplômés en arts aux deux niveaux d'études ont touché une hausse de moins d'un pour cent.

Même s'il y a eu la diminution mentionnée ci-dessus dans la demande des diplômés en science avec et sans spécialisation, la hausse salariale y est la plus forte observée pour tous les groupes de disciplines. La demande des diplômés en arts a diminué de façon encore plus prononcée, bien qu'il y ait eu une augmentation de salaire d'environ 3 pour cent.

Ces contradictions apparentes s'expliquent en partie en raison des caractéristiques des employeurs recensés et de leurs méthodes de recrutement. Plusieurs des employeurs questionnés ont des programmes de recrutement au niveau national et emploient des bacheliers en arts et en sciences sans spécialisation comme stagiaires pour des postes administratifs ou dans les ventes. En vue d'attirer quelques-uns des meilleurs étudiants pour remplir ces postes, les employeurs peuvent offrir des salaires plus élevés à de tels finissants, même si une baisse générale intervient dans la demande.

La situation favorable de l'emploi dans le commerce et dans l'administration des affaires résulterait du fait que non seulement les employeurs traditionnels de ces diplômés recourent davantage aux services de ces derniers, mais aussi parce que d'autres groupes industriels cherchent à les attirer. Le commerce en gros et de détail et les bureaux de comptables agréés confirment bien ceci, car la demande y fut presque triplée et doublée respectivement entre 1969 et 1970.

Arts, sciences, commerce et génie — discipline non précisée

Depuis les deux dernières années, les employeurs ont dû préciser s'ils recrutaient les diplômés dans les quatre facultés précitées suivant la spécialisation dans une discipline particulière ou indépendamment de ce champ principal de spécialisation. Les tableaux III et IV décrivent ces proportions.

parce que les catégories en question présentent des caractéristiques spéciales. Dans le cas des maisons de comptables agréés, les activités et les taux de salaires sont tout à fait différents, de sorte qu'ils sont calculés bien à part du groupe d'employeurs des industries de service. Le secteur industriel de l'exploitation minière et des combustibles et le secteur industriel de la fabrication sont divisés en sous-catégories qui présentent des méthodes d'emploi et des taux de salaires spéciaux.

(ii) Enquête menée auprès des bureaux de placement universitaires:

Quarante-sept bureaux de placement universitaires sur campus ont été questionnés sur le recrutement à leur établissement. De ce nombre, 35 sont des Centres de Main-d'œuvre du Canada et 12 des bureaux de placement organisés par les universités elles-mêmes.

Les 32 bureaux de placement universitaires qui ont répondu sont énumérés à l'appendice I et le questionnaire est consigné à l'appendice II. La répartition géographique régionale des bureaux recensés et le nombre des réponses sont présentés au tableau suivant.

| RÉPARTITION RÉGIONALE | | | |
|----------------------------|--------------------|----------------------|----------------------------|
| Nombre de bureaux enquêtés | Nombre de réponses | Pourcentage du total | |
| 47 | 32 | 68 | Total pour le Canada |
| 12 | 9 | 75 | Atlantique |
| 9 | 6 | 67 | Québec |
| 15 | 8 | 53 | Ontario |
| 7 | 6 | 86 | Prairies |
| 4 | 3 | 75 | Pacifique |

(iii) Définitions:

Les définitions ci-dessous expliquent les divers calculs opérés dans l'élaboration de ce rapport:

Taux moyen: le taux moyen est quelques fois appelé aussi moyenne pondérée. Il est obtenu en multipliant le nombre de diplômés demandés à chaque taux de salaire par le taux de salaire en question et en divisant la somme des deux produits par le nombre total de diplômés demandés.

Taux du premier décile (D1): lorsque le taux des salaires est disposé en ordre décroissant, le premier décile est le taux au-dessus duquel s'inscrivent les 90 pour cent et en-dessous duquel tombe 10 pour cent du total des observations.

Taux du premier quartile (Q1): lorsque le taux de salaires est disposé en ordre décroissant, le premier quartile est le taux au-dessus duquel s'inscrivent les 75 pour cent et en-dessous duquel tombe 25 pour cent du total des observations.

Taux médian: lorsque le taux de salaires est disposé en ordre décroissant, le taux de salaire médian est le taux au-dessus duquel et en-dessous duquel tombe 50 pour cent des observations.

Taux du troisième quartile (Q3): lorsque le taux de salaires est disposé en ordre décroissant, le troisième quartile est le taux de salaire au-dessus duquel tombe 25 pour cent et en-dessous duquel tombe 75 pour cent du total des observations.

Taux du neuvième décile (D9): lorsque le taux de salaires est disposé en ordre décroissant, le neuvième décile est le taux de salaire au-dessus duquel tombe 10 pour cent et en-dessous duquel tombe 90 pour cent du total des observations.

Le taux dominant: le taux de salaire offert au plus grand nombre des diplômés demandés.

SOURCES ET MÉTHODES

(1) Enquête menée auprès des employeurs

L'enquête a porté cette année sur 769 employeurs de toutes les régions du Canada, parmi lesquels 549 ou 71 pour cent ont répondu. Y sont compris les employeurs qui ont participé aux enquêtes des années dernières, ceux qui sont énumérés dans l'édition 1969-70 du Répertoire des employeurs de diplômés d'université, et les autres qui se sont montrés intéressés à y participer.

Les organismes qui composent l'échantillon ne représentent qu'un faible pourcentage des employeurs de diplômés d'université au Canada. Ils comprennent toutefois les principaux employeurs du pays qui embauchent dans plusieurs disciplines, un fort pourcentage des nouveaux diplômés. Par exemple, ceux qui ont répondu à l'enquête ont indiqué qu'ils emploieraient près de 40 pour cent des nouveaux diplômés de 1970 en génie, allant d'environ 25 pour cent du génie civil et électrique à près de 80 pour cent des diplômés en génie minier.

Pour les besoins de l'enquête, les employeurs sont classés en grands groupes industriels selon leur activité principale. Pour deux raisons: premièrement, une telle classification révèle la mesure dans laquelle divers secteurs économiques emploient des proportions différentes du nombre total de diplômés qui arrivent sur le marché du travail chaque année; deuxièmement, cela tient compte de la variation dans les salaires versés par les employeurs de différents secteurs économiques aux diplômés des mêmes disciplines. Par exemple, un diplômé ayant un baccalauréat en sciences, sans spécialisation, peut s'attendre à un salaire mensuel moyen de \$676, en 1970, s'il est employé par une compagnie du secteur industriel de l'exploitation minière et des combustibles, alors qu'il ne recevrait que \$546 en moyenne par mois dans le secteur des finances et de l'assurance.

Il faut tenir compte du fait que l'on a demandé aux employeurs d'indiquer les taux de salaires mensuels initiaux moyens et plusieurs employeurs offrent un taux différent selon l'expérience ou la qualification spéciale du diplômé. Ce rapport utilise le taux indiqué, c'est-à-dire le taux que l'employeur paiera, en moyenne, pour un diplôme d'université, conformément à sa déclaration.

La répartition par industrie des employeurs recensés et les réponses sont indiquées au tableau qui suit. Dans ce tableau, certaines catégories d'employeurs ont été séparées des grands groupes industriels

| SECTEUR INDUSTRIEL | | | |
|---------------------------|--------------------|---|--------------------------------|
| Nombre de collabo-rateurs | Nombre de réponses | Pourcentage du nombre total de réponses | |
| 769 | 549 | 71 | TOUTES INDUSTRIES |
| 51 | 44 | 86 | Mines et combustibles (Total) |
| 29 | 22 | 76 | Mines et combustibles (autres) |
| 22 | 22 | 100 | Pétrole |
| 255 | 185 | 73 | Fabrication (total) |
| 117 | 87 | 74 | Biens durables |
| 115 | 84 | 73 | Biens non-durables |
| 23 | 14 | 61 | Biens chimiques |
| 14 | 11 | 79 | Construction |
| 29 | 21 | 72 | Transports et communications |
| 15 | 10 | 67 | Services publics |
| 16 | 13 | 81 | Commerce en gros et de détail |
| 40 | 33 | 83 | Finance et assurances |
| 337 | 225 | 67 | Services |
| 12 | 7 | 58 | Sociétés de comptables agréés |

INTRODUCTION

Ce rapport s'attarde à plusieurs questions qu'implique le recrutement des nouveaux diplômés universitaires. Il est composé de quatre parties; la première présente des tableaux sur le nombre des postes et les salaires initiaux offerts aux nouveaux diplômés d'université, d'après les renseignements fournis par les employeurs. S'y ajoutent des tableaux et des explications par faculté, par discipline, par secteur industriel et par déciles et quartiles.

La deuxième partie analyse les renseignements sur les salaires donnés par les Centres de la Main-d'œuvre du Canada et par les autres bureaux de placement étudiant sur campus. Ces renseignements ont trait à l'emploi d'étudiants diplômés selon les rapports fournis par les étudiants eux-mêmes et par les employeurs. Les renseignements de cette section sont présentés par discipline d'étude, les universités y étant groupées par région.

La troisième partie du rapport traite brièvement du recrutement fait sur place par l'employeur pendant les années scolaires 1968-69 et 1969-70.

La quatrième partie fait état brièvement de l'enquête de 1969 sur l'emploi d'été des étudiants du niveau postsecondaire au Canada.

L'appendice I énumère dans un ordre alphabétique les employeurs participants et l'appendice II énumère les bureaux de placement universitaires qui ont collaboré à l'enquête. Dans l'appendice III se trouvent des échantillons des questionnaires utilisés dans l'enquête.

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AVANT – PROPOS

Le rapport «Demande et salaires» est publié annuellement afin de fournir aux conseillers, aux organisations, aux autorités universitaires, aux organismes gouvernementaux, aux employeurs et aux autres intéressés des renseignements à jour sur la demande et les salaires moyens de début offerts aux nouveaux diplômés d'université spécialisés dans des disciplines diverses. Les données sont obtenues des employeurs et des bureaux de placement pour les étudiants d'université.

La Division des professions libérales et techniques met à jour d'autres publications concernant l'éducation postsecondaire, notamment les suivantes:

Demande et salaires – diplômés de collège
Annuaire des employeurs de nouveaux diplômés d'université
Offre et demande – nouveaux diplômés d'université
Université – Perspectives de carrières
Collège – Perspectives de carrières
Répertoire des universités et des collèges

Tout commentaire ou toute proposition que vous auriez à offrir en vue d'améliorer les éditions subséquentes du présent rapport doivent être adressés à:

La Section de besoins en diplômés,
Division des professions libérales et techniques
Ministère de la Main-d'œuvre et de l'Immigration
Ottawa 2^e (Ontario).

Information Canada
Ottawa, 1971
MP32-2/4-1970

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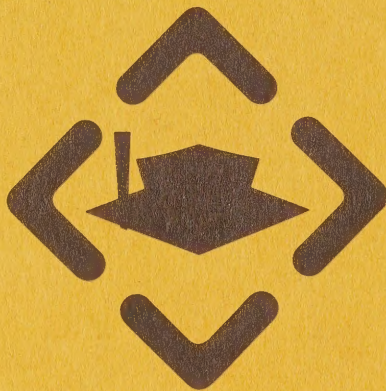
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DEMANDE
ET SALAIRES INITIAUX MOYENS

DEMANDE

et salaires initiaux moyens



Diplômes d'université

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